

**THE RELATIONSHIP BETWEEN PROCEDURAL JUSTICE AND
DIMENSION ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB)**

Study in Psychology in Sanata Darma University

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ABSTRACT

This research aimed to understand the relationship between procedural justice with the dimensions of organizational citizenship behavior (OCB). This research was involved 200 subjects consisting of 118 men and 82 women. The instruments that used in this research were procedural justice quality scale which consist of 23 items with reliability $\alpha=0,959$ and OCB scale which consist of 28 items with reliability $\alpha=0.927$. Statistical method that used to analyze data of this research was Pearson Product Moment. The result showed that there were positive and significant relationship between procedural justice with five dimensions of OCB named altruism ($r=0.480$), courtesy ($r=0.536$), sportsmanship ($r=0.552$), civic virtue ($r=0.558$) and conscientiousness ($r=0.400$). Which mean that as the procedural justice of employee increased, the altruism , courtesy, sportsmanship, civic virtue, and conscientiousness would also increased.

Keyword : Procedural justice, altruism, courtesy, sportsmanship, civic virtue, conscientiousness and organizational citizenship behavior.

HUBUNGAN ANTARA KEADILAN PROSEDURAL DAN DIMENSI *ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB)*

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara keadilan prosedural dengan dimensi *Organizational Citizenship Behavior (OCB)*. Penelitian ini melibatkan subjek yakni karyawan sebanyak 200 orang yang terdiri dari 118 subjek laki-laki dan 82 subjek perempuan. Instrumen penelitian ini menggunakan skala keadilan prosedural yang terdiri dari 23 item dengan reliabilitas $\alpha=0.959$ dan skala OCB terdiri dari 28 item dengan reliabilitas $\alpha=0.927$. Metode Statistik yang digunakan untuk menganalisa data ini adalah *Pearson Product Moment*. Hasil analisis menunjukkan bahwa terdapat hubungan yang positif dan signifikan antara keadilan prosedural dengan 5 dimensi OCB yaitu *altruism* ($r=0.480$), *courtesy* ($r=0.536$), *sportsmanship* ($r=0.552$), *civic virtue* ($r=0.558$) dan *conscientiousness* ($r=0.400$). Artinya semakin tinggi keadilan prosedural, maka *altruism*, *courtesy*, *sportsmanship*, *civic virtue*, dan *conscientiousness* juga akan semakin tinggi.

Kata Kunci : Keadilan Prosedural, *altruism*, *courtesy*, *sportsmanship*, *civic virtue*, *conscientiousness*, dan *Organizational Citizenship Behavior*.