

**PENGARUH KEADILAN ORGANISASI, MOTIVASI KERJA, DAN
IKLIM ORGANISASI TERHADAP *ORGANIZATIONAL CITIZENSHIP
BEHAVIOR* PADA KARYAWAN PERUSAHAAN PERS
SE-D. I. YOGYAKARTA**

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Abstrak

Penelitian ini membahas mengenai pengaruh keadilan organisasi, motivasi kerja, dan iklim organisasi terhadap *organizational citizenship behavior* pada karyawan perusahaan pers se-D. I. Yogyakarta. Metode penelitian yang digunakan adalah penelitian kuantitatif dengan metode pengumpulan data, yaitu wawancara dan kuesioner untuk mengukur keadilan organisasi, motivasi kerja, dan iklim organisasi terhadap *organizational citizenship behavior*. Populasi penelitian ini adalah karyawan perusahaan pers di D. I. Yogyakarta yang menggunakan media cetak dan media siber lokal D. I. Yogyakarta yang berjumlah 7 perusahaan pers yang berkenan dari 8 perusahaan pers dengan teknik pengambilan sampel digunakan adalah *incidental sampling* dan jumlah responden 86 orang. Skala pengukuran penelitian ini menggunakan skala *Likert*. Metode analisis yang digunakan adalah analisis regresi linier berganda. Hasil analisis data menunjukkan bahwa keadilan organisasi dan iklim organisasi secara parsial berpengaruh positif dan signifikan terhadap *organizational citizenship behavior*. Motivasi kerja secara parsial berpengaruh positif namun tidak signifikan terhadap *organizational citizenship behavior*. Keadilan organisasi, motivasi kerja, dan iklim organisasi secara simultan berpengaruh positif dan signifikan terhadap *organizational citizenship behavior*.

Kata Kunci: *Keadilan Organisasi, Motivasi Kerja, Iklim Organisasi, Organizational Citizenship Behavior, dan Perusahaan Pers*

**THE INFLUENCE OF ORGANIZATIONAL JUSTICE, WORK
MOTIVATION, AND ORGANIZATIONAL CLIMATE
ON EMPLOYEE ORGANIZATIONAL CITIZENSHIP BEHAVIOR
OF PRESS COMPANIES THROUGHOUT D. I. YOGYAKARTA**

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Abstract

This study discusses the influence of organizational justice, work motivation, and organizational climate on organizational citizenship behavior in employees of press companies throughout D. I. Yogyakarta. The research method used is quantitative research with data collection methods, namely interviews and questionnaires to measure organizational justice, work motivation, and organizational climate on organizational citizenship behavior. The population of this research is employees of press companies in D. I. Yogyakarta, which use print media and cyber media locally D. I. Yogyakarta, amounting to 7 press companies that agree with 8 press companies. The sampling technique used is incidental sampling and the number of respondents is 86 people. The measurement scale of this study uses a Likert scale. The analytical method used is multiple linear regression analysis. The results of the data analysis show that organizational justice and organizational climate partially have a positive and significant effect on organizational citizenship behavior. Work motivation partially has a positive but not significant effect on organizational citizenship behavior. Organizational justice, work motivation, and organizational climate simultaneously have a positive and significant effect on organizational citizenship behavior.

Keywords: *Organizational Justice, Work Motivation, Organizational Climate, Organizational Citizenship Behavior, and Company Press.*