

**"THE INFLUENCE OF ORGANIZATIONAL JUSTICE AND THE PERCEPTION OF ORGANIZATIONAL SUPPORT TO EMPLOYEE EMPLOYEES AND IMPACT OF ORGANIZATIONAL BEHAVIOR"**

**ABSTRACT**

This study aims to investigate the effect of organizational fairness variables and organizational support perceptions on employee engagement and the impact of employee involvement on organizational citizenship behavior on employees of one of the hotels in Surabaya. The population in this study is the employee of one Hotel in Surabaya who has worked for a minimum of one year and the sample made is 75 people. The data were obtained directly from the employees of one of the hotels in Surabaya through questionnaires and analyzed by SPSS technique.

The results obtained in this study are organizational Justice have positive and significant impact on employee involvement, perception of organizational support has a positive and significant impact on employee engagement, and employee involvement has a positive and significant impact on the behavior of organizational citizenship.

**Keywords:** organizational justice, perceptions of organizational support, employee engagement, organizational citizenship behavior.