

## ABSTRACT

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### **THE EFFECT OF SCHOOL CLIMATE, ORGANIZATIONAL JUSTICE, ORGANIZATIONAL COMMITMENT ON ORGANIZATIONAL CITIZENSHIP BEHAVIOR IN SEKOLAH PELITA HARAPAN PLUIT VILLAGE JAKARTA**

(xv + 102 pages: 6 figures; 15 tables; 6 attachments)

Organizational Citizenship Behavior (OCB) is the hope for each organization of its employees. Because of the existence of OCB, employees not only prioritize their needs, but also care about the future of the organization. The method in this research is quantitative research. This study aims to determine the effect of school climate, organizational justice, organizational commitment on organizational citizenship behavior at Sekolah Pelita Harapan, Pluit Village. In this study, the population was 41 respondents. Data obtained from closed questionnaires that have been tested for validity and reliability. The collected data was analyzed by descriptive analysis, while hypothesis testing using path analysis and technical data analysis using smart PLS software. The results showed that the organizational commitment has a positive effect on OCB, organizational justice has a positive effect on organizational commitment, organizational justice has a positive effect on OCB, the school climate has a positive effect on organizational commitment, and the school climate has a positive effect on OCB. The implication of this research is that school creates and maintains a positive school climate, organizational justice, organizational commitment that will have a good impact on OCB. A number of suggestions on managerial theory and implementation were proposed too.

*Keywords:* school climate, organizational justice, organizational commitment, organizational citizenship behavior

*References:* 45 (2002-2015)

## ABSTRAK

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### **PENGARUH *SCHOOL CLIMATE*, KEADILAN ORGANISASI DAN KOMITMEN ORGANISASI PADA *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* GURU DI SEKOLAH PELITA HARAPAN PLUIT VILLAGE JAKARTA**

(xv + 102 halaman: 6 gambar; 15 tabel; 6 lampiran)

*Organizational Citizenship Behavior* (OCB) merupakan harapan bagi setiap organisasi terhadap karyawannya. Karena dengan adanya OCB karyawan tidak hanya mementingkan kebutuhannya saja, tetapi karyawan juga peduli terhadap perkembangan organisasi untuk bisa berkembang lebih baik lagi di masa yang akan datang. Metode penelitian ini adalah penelitian yang bersifat kuantitatif. Bertujuan untuk mengetahui pengaruh *school climate*, keadilan organisasi, komitmen organisasi terhadap OCB di Sekolah Pelita Harapan Pluit Village. Pada penelitian ini, seluruh anggota populasi diberikan kuesioner dan dijadikan responden karena jumlah populasi yang relatif kecil yaitu 41 orang. Data yang diperoleh telah teruji validitas dan reliabilitasnya kemudian dianalisis dengan analisis deskriptif, sedangkan pengujian hipotesis menggunakan analisis jalur. Hasil yang diperoleh adalah *school climate* berpengaruh positif terhadap komitmen organisasi, keadilan organisasi berpengaruh positif terhadap komitmen organisasi, komitmen organisasi berpengaruh positif terhadap OCB, keadilan organisasi berpengaruh positif terhadap OCB, dan *school climate* berpengaruh positif terhadap OCB. Implikasi dari penelitian ini adalah Sekolah Pelita Harapan Pluit Village lebih menciptakan dan mempertahankan *school climate* yang positif, keadilan organisasi, komitmen organisasi yang akan berdampak baik terhadap OCB.

Kata kunci: *school climate*, keadilan organisasi, komitmen organisasi, *organizational citizenship behavior*  
Referensi: 45 (2002-2015)