ABSTRAKSI

Tujuan dari penelitian ini adalah untuk meneliti pengaruh antara persepsi keadilan terhadap prosedur yang digunakan untuk menentukan keputusan (*procedural justice)* terhadap kesediaan guru dalam memberikan upaya yang melebihi tugas formal sesuai posisinya (*organizational citizenship behavior)* yang dimediasi oleh dukungan organisasi (*perceived organizational support)* dan persepsi kepemilikan terhadap organisasi (*organizational identification).*

Penelitian ini dilakukan di SMA Khadijah Surabaya. Survey penelitian ini dilakukan pada 47 guru tetap sebagai responden. Alat bantu Statistik penelitian ini menggunakan Partial Least Square (SmartPLS 2.0). Berdasarkan hasil pengujian menunjukkan bahwa pengaruh *procedural justice* tidak berpengaruh signifikan terhadap *organizational citizenship behavior*. *Procedural justice* berpengaruh signifikan terhadap *perceived organizational support*, dan *perceived organizational support* berpengaruh signifikan terhadap *organizational citizenship behavior*. *Procedural justice* berpengaruh signifikan terhadap *organizational identification*, dan *organizational identification* berpengaruh signifikan terhadap *organizational citizenship behavior*. Dengan demikian, *perceived organizational support* dan *organizational identification* memediasi secara penuh pengaruh antara *procedural justice* terhadap *organizational citizenship behavior.*

Kata Kunci: *Procedural Justice*, *Organizational Citizenship Behavior, Perceived Organizational Support*, *Organizational Identification.*

ABSTRACT

The purpose of this study was to examine the relationship between perceptions of the fairness of the procedures used to determine the outcomes towards willingness of teachers to exert effort beyond the formal obligations of their positions mediated by support of organization and perception of belonging to organization.

This study was conducted in Khadijah Surabaya Senior High School. Survey research was conducted on 47 permanent teachers as respondents. Statistics research tools using Partial Least Square (SmartPLS 2.0). The results showed that procedural justice does not has a significant effect on the organizational citizenship behavior, procedural justice has a significant effect on the perceived organizational support, and perceived organizational support has a significant effect on the organizational citizenship behavior, procedural justice has a significant effect on the organizational identification, and organizational identification has a significant effect on the organizational citizenship behavior. Furthermore that perceived organizational support and organizational identification proved to be mediating variables and fully mediate between procedural justice and organizational citizenship behavior.

Keywords: Procedural Justice, Organizational Citizenship Behavior, Perceived Organizational Support, Organizational Identification.