

Perceptions of Organizational Support and Organizational Justice Its Influence on Organizational Citizenship Behavior (OCB) at *Pusat Sumber Daya Mineral, Batubara, dan Panas Bumi*

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Abstract. Perception of Organizational Support and Organizational Justice is an important element in the company. When employees believe that their organization or company is related to employees and pays attention to the welfare of their employees, employees will respond more by working hard to fulfill their obligations to the organization or company. The methodology used in this study includes descriptive and verification methods. Then do the preparation of the review to the research hypothesis with the results of the questionnaire obtained from 62 respondents who were distributed. And the data is used as a source of data analysis by using the formula, namely slovin. The analysis of this research is processed using the SPSS application program v.22 for desktops. Then there are the results of the analysis using validity, reliability, and determination tests, multiple regression analysis includes 4 analyzes and hypothesis testing using f test and t test. The results of the research data test simultaneously show that, Perception of Organizational Support and Organizational Justice have a significant effect on Organizational Citizenship Behavior.

Keywords: Perception of Organizational Support, Organizational Justice, Organizational Citizenship Behavior The first section in your paper.

1. Introduction

Human resources are the most important assets because they have a role as the subject of implementing policies and operational activities. HR is also an effective investment element which if managed and developed properly can influence the organization in making many contributions. According to Budiarti et al (2018: 69)[5]. human resource management is a process when a person handles various problems within the scope of employees, employees, workers, superiors and other workers in order to support the activities of the organization or agency in order to achieve the vision, mission and goals set by the company. has been established. determined. For the realization of organizational goals, companies or organizations must pay attention to employees including regarding the perception of organizational support. Perception of organizational support is the main concept of organizational support theory - organizational support theory. Allen et al. (2015:127) [1]. state that

organizational support is defined as how much the organization values employee contributions and cares about them. Furthermore, Maula & Afrianty (2017) [6]. argue that the perception of organizational support is how much individuals believe in the organization for the welfare they get.

The existence of distributed organizational support makes employees feel more satisfied and more responsible with their work. If employees think that the fairness of an employee they receive is high, then the employee will integrate membership as a member of the organization into their identity and then expand the influence and perception of a better and positive towards the organization. Organizational justice is a form of general description of a person's perception or point of view regarding justice that occurs in an organization or at work (Ameswari & Suwandana, 2017). According to (Sancoko & Panggabean, 2015)[2]. Organizational Justice is a personal perception of how they are treated in the workplace or organization, because the attitudes and behaviors shown to employees have an important effect on the success of the organization. Nandan and Abdul (2015) [7]. organizational justice is a concept of employees' perceptions of the extent to which they are treated fairly in the organization, and how these perceptions affect employee loyalty to the organization. Real organizational justice that companies need to prioritize is that employees must feel that they are treated with fair procedures and results (Tahseen and Akhtar 2016). [11].

Perceptions of Organizational Support and Organizational Justice are things that affect organizational citizenship behavior in the company, if the perception of organizational support and organizational justice goes well, it will affect organizational citizenship behavior well too, and vice versa if it goes not well it will disrupt the company's performance so that not running smoothly. The relationship between Perceptions of Organizational Support and Organizational Justice on Organizational Citizenship Behavior reveals the results of Ardi & Sudarma's research (2015) [3]. where there is a positive influence between these variables, as well as the findings of Demir (2015) [4]. which states that together there is a significant influence between Perceptions of Support Organization and Organizational Justice towards Organizational Citizenship Behavior (OCB).

The purpose of this study was to determine the perceived influence of organizational support and organizational justice on organizational citizenship behavior at the Center for Coal and Geothermal Mineral Resources.

Problems that occur regarding perceptions of organizational support and organizational justice found in Pusat Sumber Daya Mineral, Batubara, dan Panas Bumi need to be a concern for all employees of the agency because it will affect organizational citizenship behavior at Pusat Sumber Daya Mineral, Batubara dan Panas Bumi in the future [7].

2. Method

The method used in this study is a survey method, namely research that takes samples from the population and uses a questionnaire as a data collection tool.

This research method uses a verification method with a quantitative approach using multiple regression analysis, correlation coefficient analysis, and coefficient of determination analysis. The research population is employees in government agencies using a slovin approach consisting of 62 respondents.

The verification method in this study is used to examine perceptions of organizational support and organizational justice

on organizational citizenship behavior in government agencies. Data was collected by spreading the distribution using a 5-point Likert scale. Descriptive data analysis method is done by calculating the continuum line.

3. Results and Discussion

After all the question items posed to the respondent were tested through the validity test, the following results were shown:

1. The highest validity value for the Perceptions Organizational Support variable is 0.907 on the statement item number 4.
2. The highest validity value for the Organizational Justice variable is 0.895 in the statement item number 8.
3. The highest validity value for the Organizational Citizenship Behavior variable is 0.745 in the statement item number 16.

Based on the above validity results, it can be concluded that all statements have a validity coefficient value greater than the critical point of 0.300, which means that all statement instruments are declared valid. Furthermore, each statement item in the questionnaire, apart from being tested through validity, also needs to be tested for reliability. The reliability coefficient obtained was entirely greater than r table, namely 0.70, so that the measuring instrument used could be declared reliable. The coefficient of determination (R²) describes the relationship between the independent variable and the dependent variable. To determine the coefficient of determination, it can be seen in the table 1.

Table 1. Model Summary

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,796a	,633	,620	4,37696

a. Predictors: (Constant), Keadilan Organisasi , Persepsi Dukungan Organisasi

b. Dependent Variable: Perilaku Kewarganegaraan Organisasi (Y)

Based on Table 1 above, the output of data processing using the SPSS 22 for windows program above can be seen in the column R-square table that the coefficient of simultaneous determination is 0,633 or 63,3% This number means that the R-square value ranges from 0 to 1, the R-square value square which is close to 1 indicates that the model formulated to explain that organizational citizenship behavior is very good. The table above shows that there is a relationship between Perceptions of Organizational Support and Organizational Justice on Organizational Citizenship Behavior. The correlation value is positive, indicating that the relationship between the two is unidirectional. Perception of Organizational Support has a contribution of 33,9% to Organizational Citizenship Behavior while Organizational Justice is 29,4% to Organizational Citizenship Behavior.

Then, to determine the effect of each independent variable on the dependent variable, a partial test was performed. In determining the effect of each independent variable on the dependent variable, there are several criteria, namely the significance level <0.05 and t count> t table. Following are the results of calculations using SPSS which are shown in Table 2.

Table 2. Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta				Zero-order	Partial	Part	Tolerance	VIF
	1 (Constant)	19,024	2,140					8,890	,000		
PERSEPSI DUKUNGAN ORGANISASI (X1)	,753	,164	,466		4,587	,000	,727	,513	,362	,603	1,659
KEADILAN ORGANISASI (X2)	,946	,232	,415		4,083	,000	,709	,469	,322	,603	1,659

a. Dependent Variable: PERILAKU KEWARGANEGARAAN ORGANISASI (Y)

Table 3. The Result of Partial Hypothesis Test

Model	Unstandardized Coefficients ^a		T	Sig.
	B	Std. Error		
1 (Constant)	19,024	2,140	8,890	,000
Persepsi Dukungan Organisasi (X1)	,753	,164	4,587	,000
Keadilan Organisasi (X2)	,946	,232	4,083	,000

a. Dependent Variable: Perilaku Kewarganegaraan Organisasi (Y)

Based on Table 3 above, it is known that the t-count value obtained by Perception of Organizational Support is 4.587 while it is known that the t-count value obtained by Organizational Justice is 4.083. Table 4 below explains the results of simultaneous hypothesis test.

Table 4. The Result of Simultaneous Hypothesis Test

Model	F	Sig.
1 Regression	50,853	,000b
Residual		
Total		

a. Dependent Variable: Perilaku Kewarganegaraan Organisasi (Y)

b. Predictors: (Constant), Keadilan Organisasi (X2), Persepsi Dukungan Organisasi (X1)

Based on Table 4 above, the calculated f value is 50,853, using a significant level of 5%, so it can be concluded that simultaneously there is a positive influence between Perceptions of Organizational Support and Organizational Justice on Organizational Citizenship Behavior. The results of this study support previous research, namely Organizational Support and Organizational Justice on Organizational Citizenship Behavior or Organizational Citizenship Behavior revealing the results of Ardi & Sudarma's research (2015)[1] where there is a positive influence between these variables, as well as the findings of Demir (2015) stating that together -Either there is a significant effect between Perception of Organizational Support and Organizational Justice on Organizational Citizenship Behavior (OCB).

4. Conclusion

Based on the analysis of multiple linear regression equations $Y = 19,024 + 0,753X_1 + 0,946X_2$, it can be said that Perception of Organizational Support has a positive effect on

Organizational Citizenship Behavior of 0,753, and Organizational Justice has an effect on Organizational Citizenship Behavior of 0,946 Based on the results of Perception of Organizational Support and Organizational Justice on Behavior Organizational Citizenship. by 63.3%. While the rest, which is 36.7%, is a contribution from other variables not examined outside the study such as performance, job satisfaction, commitment, and organizational culture.

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