

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh keadilan distributif dan kepemimpinan partisipatif terhadap kepuasan kerja serta dampaknya bagi *organizational citizenship behavior* pegawai KONI Jawa Barat, baik secara parsial maupun simultan. Metode yang diterapkan dalam penelitian ini adalah metode deskriptif dan verifikatif dengan pendekatan kuantitatif. Pada penelitian ini terdapat populasi yang terdiri dari seluruh pegawai KONI Jawa Barat yang berjumlah 110 orang. Pemilihan sampel dilakukan dengan menggunakan rumus slovin dengan tingkat kesalahan 10% yang menghasilkan sampel sebanyak 53 responden. Analisis verifikatif dilakukan menggunakan pendekatan *Partial Least Square* (PLS). Proses pengujian ini dilakukan melalui *outer model* (validitas, reliabilitas), *inner model* (*r-square*, *f-square*), *bootstrapping* (uji hipotesis, dan uji mediasi). Hasil penelitian menunjukkan bahwa keadilan distributif dan kepemimpinan partisipatif berpengaruh positif dan signifikan terhadap kepuasan kerja secara parsial maupun simultan, serta kepuasan kerja berpengaruh positif dan signifikan terhadap *organizational citizenship behavior*.

Kata Kunci: Keadilan Distributif, Kepemimpinan Partisipatif, Kepuasan Kerja, *Organizational Citizenship Behavior*

ABSTRACT

This research aims to determine the effect of distributive justice and participative leadership on job satisfaction and their impact on the organizational citizenship behavior of West Java KONI employees, both partially and simultaneously. The methods used in this study are descriptive and verificative methods with a quantitative approach. The population in this research consists of all West Java KONI employees, totaling 100 people. Sample selection was carried out using the slovin formula with 10% margin of error, resulting in a sample of 53 respondents. Verification analysis was performed using the Partial Least Square (PLS) approach. This testing process was conducted through the outer model (validity and reliability testing), inner model (r-square and f-square testing), and bootstrapping (hypothesis and mediating testing). The result showed that distributive justice and participative leadership have a positive and significant effect on job satisfaction both partially and simultaneously, and job satisfaction has a positive and significant effect on organizational citizenship behavior.

Keywords: Distributive Justice, Participative Leadership, Job Satisfaction, Organizational Citizenship Behavior