

ABSTRAK

Nama : Kanaya Thamita
Program Studi : Manajemen
Judul : Peran Mediasi *Family Well-Being* Di Antara Hubungan *Organizational Justice* Dan *Work-Family Conflict* Terhadap *Organizational Citizenship Behavior* Di Rs. Arun

Penelitian ini bertujuan untuk mengetahui peran mediasi *Family Well-Being* di antara hubungan *Organizational Justice* dan *Work-Family Conflict* terhadap *Organizational Citizenship Behavior* (OCB) di RS. Arun. Penelitian ini menggunakan metode *non probability sampling* dengan teknik sampling jenuh. Pengumpulan data dalam penelitian ini dilakukan dengan cara menyebarkan google form kepada 135 responden. Pengolahan data penelitian ini dilakukan menggunakan skala likert 1-5 dengan *software SmartPLS 4.1*. Hasil penelitian ini menunjukkan bahwa *Organizational Justice* berpengaruh secara positif dan signifikan terhadap *Organizational Citizenship Behavior* (OCB), *Work-Family Conflict* berpengaruh secara negatif dan tidak signifikan terhadap *Organizational Citizenship Behavior* (OCB), *Family Well-Being* berpengaruh secara positif dan signifikan terhadap *Organizational Citizenship Behavior* (OCB), *Organizational Justice* berpengaruh secara positif dan signifikan terhadap *Family Well-Being*, *Work-Family Conflict* berpengaruh secara negatif dan tidak signifikan terhadap *Family Well-Being*, *Family Well-Being* tidak dapat memediasi pengaruh antara *Organizational Justice* terhadap *Organizational Citizenship Behavior* (OCB), serta *Family Well-Being* memediasi pengaruh antara *Work-Family Conflict* terhadap *Organizational Citizenship Behavior* (OCB).

Kata Kunci: *Family Well-Being*, *Organizational Justice*, *Work-Family Conflict*, *Organizational Citizenship Behavior* (OCB).

ABSTRACT

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Study Program : Management
Title : *The mediating role of Family Well-Being in the relationship between Organizational Justice and Work-Family Conflict on Organizational Citizenship Behavior in Arun Hospital.*

This research aims to determine the mediating role of family well-being in the relationship between organizational justice and work-family conflict on organizational citizenship behavior (OCB) in hospitals. Arun. This research uses a probability sampling method with a saturated sampling technique. Data collection in this research was carried out by distributing Google forms to 135 respondents. This research data processing was carried out using a 1-5 Likert scale with SmartPLS 4.1 software. The results of this research show that Organizational Justice has a positive and significant effect on Organizational Citizenship Behavior (OCB), Work-Family Conflict has a negative and insignificant effect on Organizational Citizenship Behavior (OCB), Family Well-Being has a positive and significant effect on Organizational Citizenship Behavior (OCB), Organizational Justice has a positive and significant effect on Family Well-Being, Work-Family Conflict has a negative and insignificant effect on Family Well-Being, Family Well-Being cannot mediate the effect of Organizational Justice on Organizational Citizenship Behavior (OCB), and Family Well-Being mediate the influence of Work-Family Conflict on Organizational Citizenship Behavior (OCB).

Keywords: *Family Well-Being , Organizational Justice, Work-Family Conflict, Organizational Citizenship Behavior (OCB).*