

**KORELASI ANTARA *LEADER MEMBER EXCHANGE* DENGAN
ORGANIZATIONAL JUSTICE PADA KARYAWAN PT. ASELI DAGADU
DJOKDJA**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui korelasi antara *leader member exchange* (LMX) dengan *organizational justice* pada karyawan PT. Aseli Dagadu Djokdja. Hipotesis dalam penelitian yaitu terdapat korelasi yang positif dan signifikan antara *leader member exchange* dengan *organizational justice* pada karyawan tersebut. Subjek yang terlibat dalam penelitian ini berjumlah 68 karyawan dengan masa kerja minimal satu tahun. Data dikumpulkan menggunakan skala *leader member exchange* (SD= 5,049; mean= 55,38) yang terdiri dari 12 item adaptasi Liden dan Maslyn (1998) dengan $\alpha_{\text{strat}} = 0,90$. Sedangkan, skala *organizational justice* (SD= 4,395; mean= 57,71) yang disusun oleh peneliti mengacu Colquitt (2001) memiliki $\alpha_{\text{strat}} = 0,93$ dan terdiri dari 22 item. Analisis data dilakukan dengan teknik korelasi *Spearman's Rho* karena persebaran data tidak normal. Hasil penelitian menunjukkan adanya hubungan positif dan signifikan antara *leader member exchange* dan *organizational justice* pada karyawan ($r=0,276$; $p=0,011$).

Kata Kunci: *leader member exchange*, *organizational justice*, karyawan

**CORRELATION BETWEEN LEADER MEMBER EXCHANGE AND
ORGANIZATIONAL JUSTICE IN PT. ASELI DAGADU DJOKDJA'S
EMPLOYEE**

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ABSTRACT

This research aimed to know the correlation between leader member exchange (LMX) with organizational justice on employees of PT. Aseli Dagadu Djokdja. Hyphotesis in the research that it was a positive and significant correlation between leader member exchange and organizational justice on the employee. The subject in this research were 68 employees who have a minimum working period of one year. The data was collected with leader member exchange scale (SD= 5,049; mean= 55,38), consist of 12 adaptation items from Liden and Maslyn (1998), with reliability of $\alpha_{strat} = 0,90$. Meanwhile, organizational justice scale (SD= 4,395; mean= 57,71) compiled by the researchers based on Colquitt (2001) has reliability $\alpha_{strat} = 0,93$ and consist of 22 items. The data was analyzed with Spearman's Rho correlation technique because distribution of the data were not normal. The result of the research shows that there is a positive and significant correlation between leader member exchange and organizational justice on employee ($r=0,276$; $p=0,011$).

Keyword: leader member exchange, organizational justice, employee.