

HUBUNGAN ANTARA *LEADER MEMBER EXCHANGE* (LMX) DENGAN KEADILAN ORGANISASI PADA KARYAWAN HOTEL X YOGYAKARTA

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *leader member exchange* (LMX) dengan keadilan organisasi pada karyawan hotel X Yogyakarta. Hipotesis dalam penelitian ini adalah ada hubungan yang positif dan signifikan antara *leader member exchange* (LMX) dengan keadilan organisasi pada karyawan hotel X. Subjek dalam penelitian ini berjumlah 43 orang dengan kriteria sudah bekerja minimal 1 tahun dan memiliki atasan. Alat pengumpulan data berupa skala *leader member exchange* (LMX) yang diadaptasi dari Liden dan Maslyn (1998) dan skala keadilan organisasi yang disusun sendiri oleh peneliti. Skala *leader member exchange* (LMX) terdiri dari 12 item dengan koefisien reliabilitas $\alpha_{\text{strat}} = 0,90$ dan skala keadilan organisasi terdiri dari 22 item dengan koefisien reliabilitas $\alpha_{\text{strat}} = 0,93$. Sebaran data pada variabel *leader member exchange* (LMX) tidak normal, sehingga data dianalisis dengan uji korelasi *Spearman Rho*. Berdasarkan hasil uji korelasi diperoleh nilai signifikansi $p = 0,000 < 0,05$ dan nilai koefisien korelasi $r = 0,532$. Hal tersebut ada korelasi yang positif dan signifikan antara *leader member exchange* (LMX) dan keadilan organisasi pada karyawan hotel X Yogyakarta. Artinya hipotesis dalam penelitian ini diterima.

Kata Kunci : *Leader Member Exchange* (LMX), Keadilan Organisasi, Karyawan Hotel

RELATIONSHIP BETWEEN LEADER MEMBER EXCHANGE (LMX) AND ORGANIZATIONAL JUSTICE IN HOTEL X EMPLOYEE YOGYAKARTA

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ABSTRACT

The purpose of this research is to discover the relationship between leader member exchange (LMX) with organizational justice on hotel X employee. The subject in this research are 43 employees who have been working there at least 1 year and has supervisor. The data collections used leader member exchange (LMX) scale, adapted from Liden and Maslyn (1998) and organizational justice scale that made by researcher himself. Leader member exchange (LMX) consists of 12 items with reliability coefficient $\alpha_{strat} = 0,90$, and organizational justice scale consists of 22 items with reliability coefficient $\alpha_{strat} = 0,93$. Data distribution on leader member exchange (LMX) variable is not normal, therefore the data analyze using Spearman Rho correlation test. According to the result of the correlation test, $p = 0,000 < 0,05$ and $r = 0,532$. There is a positive and significant correlation between leader member exchange (LMX) and organizational justice on hotel X Yogyakarta employee. That means, the hypothesis of this research is accepted.

Keyword : *Leader Member Exchange (LMX), Organizational Justice, Hotel Employee*

