

ABSTRAK

HUBUNGAN ANTARA KEADILAN DISTRIBUTIF DAN Keadilan PROSEDURAL DENGAN KOMITMEN ORGANISASI PADA KARYAWAN BUMN YOGYAKARTA

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2009

Penelitian ini bertujuan untuk mengetahui hubungan antara keadilan distributif dan prosedural dengan komitmen organisasi. Penelitian dilakukan pada 56 karyawan pada perusahaan BUMN. Hipotesis pertama yang diajukan adalah ada hubungan positif yang signifikan antara keadilan distributif dengan komitmen organisasi. Hipotesis yang kedua adalah ada hubungan positif yang signifikan antara keadilan prosedural dengan komitmen organisasi. Reliabilitas kedua skala diuji menggunakan tehnik *Alpha Cronbach*, dengan koefisien reliabilitas untuk skala keadilan distributif adalah 0.898, koefisien reliabilitas untuk skala keadilan prosedural adalah 0.883 dan koefisien reliabilitas untuk skala komitmen organisasi adalah 0.786. Analisis data dilakukan dengan korelasi *Spearman Brown*. Hasil penelitian menunjukkan korelasi antara keadilan distributif dan komitmen organisasi sebesar 0.122, $p = 0.184$ ($p > 0.05$), yang berarti tidak ada hubungan antara keadilan distributif dan komitmen organisasi. Hasil korelasi selanjutnya menunjukkan koefisien korelasi antara keadilan prosedural dan komitmen organisasi sebesar 0.365, $p = 0.003$ ($p < 0.05$), yang berarti ada hubungan positif yang signifikan antara keadilan prosedural dan komitmen organisasi.

Kata kunci : keadilan distributif, keadilan prosedural, komitmen organisasi

ABSTRACT

THE RELATIONSHIP BETWEEN DISTRIBUTIVE JUSTICE AND PROCEDURAL JUSTICE TO THE ORGANIZATIONAL COMMITMENT ON THE EMPLOYEES OF STATE-OWNED CORPORATION IN YOGYAKARTA

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This research purposed to know the relationship between distributive and procedural justice to the organizational justice. This research was conducted in 56 employees in State-Owned Corporation. The first hypothesis submitted was there is significantly positive relationship between distributive justice to organizational commitment. The second hypothesis was there is significantly positive relationship between procedural justice to organizational commitment. The reliability of these two scales were tested by using Alpha Cronbach technique, by coefficient of reliability for distributive justice scale was 0.898, coefficient of reliability for procedural justice was 0.883 and coefficient of reliability for organizational commitment scale was 0.786. The data analysis was conducted by Spearman Brown correlation. The result of this research showed the correlation between distributive justice and organizational commitment of 0.122, $p = 0.184$ ($p > 0.05$), of which means there is any relationship between distributive justice and organizational commitment. The result of correlation then shows the coefficient of correlation between procedural justice and organizational commitment of 0.365, $p = 0.003$ ($p < 0.05$), of which means there is significantly positive relationship between procedural justice and organizational commitment.

Keyword: distributive justice, procedural justice, organizational commitment