

**HUBUNGAN ANTARA KEADILAN PROSEDURAL DENGAN KOMITMEN ORGANISASI PADA GURU DI SMK PARAMITHA JAKARTA**

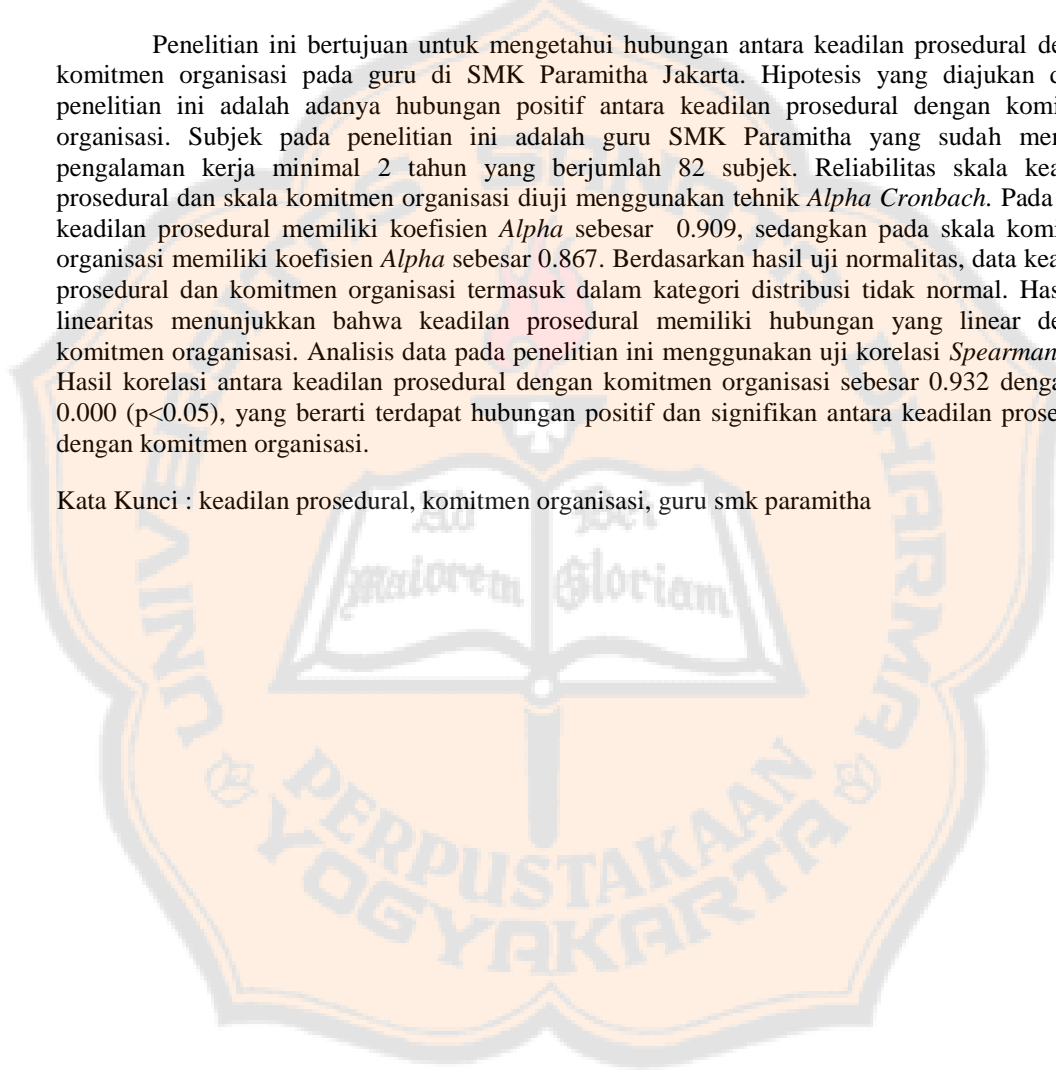
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**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui hubungan antara keadilan prosedural dengan komitmen organisasi pada guru di SMK Paramitha Jakarta. Hipotesis yang diajukan dalam penelitian ini adalah adanya hubungan positif antara keadilan prosedural dengan komitmen organisasi. Subjek pada penelitian ini adalah guru SMK Paramitha yang sudah memiliki pengalaman kerja minimal 2 tahun yang berjumlah 82 subjek. Reliabilitas skala keadilan prosedural dan skala komitmen organisasi diuji menggunakan tehnik *Alpha Cronbach*. Pada skala keadilan prosedural memiliki koefisien *Alpha* sebesar 0.909, sedangkan pada skala komitmen organisasi memiliki koefisien *Alpha* sebesar 0.867. Berdasarkan hasil uji normalitas, data keadilan prosedural dan komitmen organisasi termasuk dalam kategori distribusi tidak normal. Hasil uji linearitas menunjukkan bahwa keadilan prosedural memiliki hubungan yang linear dengan komitmen organisasi. Analisis data pada penelitian ini menggunakan uji korelasi *Spearman Rho*. Hasil korelasi antara keadilan prosedural dengan komitmen organisasi sebesar 0.932 dengan  $p=0.000$  ( $p<0.05$ ), yang berarti terdapat hubungan positif dan signifikan antara keadilan prosedural dengan komitmen organisasi.

Kata Kunci : keadilan prosedural, komitmen organisasi, guru smk paramitha



**THE CORRELATION BETWEEN PROCEDURAL JUSTICE WITH ORGANIZATION COMMITMENT FOR TEACHER AT SMK PARAMITHA JAKARTA**

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**ABSTRACT**

*The purpose of this Research was to understand the correlation between the procedural justice and organization commitment for teacher at SMK Paramitha Jakarta. The hypothesis proposed in this research was the positive correlation between procedural justice and organization commitment for teacher at SMK Paramitha Jakarta. The subject was 82 teachers who have worked at least 2 years. The Reliability of procedural justice scale and organizational commitment scale were tested using Alpha technique by Cronbach. Alpha coefficient for procedural justice scale was 0.909, and Alpha coefficient organizational commitment was 0.867. However, based on normality test, the procedural justice data and organizational commitment data was abnormal. Furthermore, in the linearity test, the result showed that the procedural justice and organizational commitment have a linear correlation. The data was analysed using the Spearman Rho correlation technique. Based on this correlation test, the result shows that the correlation between procedural justice and organizational commitment was 0.932 with  $p=0.000$  ( $p<0.05$ ), which means there was positive and significant correlation between procedural justice and organizational commitment.*

*Key words : procedural justice, organizational commitment, teacher SMK Paramitha*

