

PENGARUH KEADILAN ORGANISASI TERHADAP KOMITMEN AFEKTIF PADA KARYAWAN PT EAGLE GLOVE INDONESIA

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh keadilan organisasi terhadap komitmen afektif pada karyawan PT Eagle Glove Indonesia. Hipotesis penelitian ini adalah (1) keadilan distributif memiliki pengaruh yang positif dan signifikan terhadap komitmen afektif, (2) keadilan prosedural memiliki pengaruh yang positif dan signifikan terhadap komitmen afektif, dan (3) keadilan interaksional memiliki pengaruh yang positif dan signifikan terhadap komitmen afektif. Penelitian ini merupakan penelitian dengan pendekatan kuantitatif dan teknik pengambilan sampel menggunakan *purposive sampling*. Subjek dalam penelitian ini berjumlah 153 karyawan PT Eagle Glove Indonesia. Alat pengumpulan data yang digunakan yaitu skala keadilan organisasi dan skala komitmen organisasi. Skala keadilan organisasi terdiri dari 20 item dengan reliabilitas pada dimensi keadilan prosedural $\alpha = 0,831$, keadilan distributif $\alpha = 0,918$, dan keadilan interaksional sebesar $\alpha = 0,836$ dan pada skala komitmen afektif memiliki 8 item dengan reliabilitas $\alpha = 0,802$. Pengujian hipotesis dilakukan dengan menggunakan analisis regresi berganda. Hasil penelitian menunjukkan bahwa hipotesis pertama dan kedua diterima. Pada hipotesis pertama diketahui *standardized coefficients* (β) sebesar 0,171 dan koefisien regresi sebesar 0,404 dengan nilai signifikansi $p = 0.049$. Hasil ini menunjukkan bahwa keadilan distributif memiliki pengaruh yang positif dan signifikan terhadap komitmen afektif karyawan PT Eagle Glove Indonesia. Hal ini berarti semakin tinggi tingkat keadilan distributif, maka semakin tinggi komitmen afektif karyawan PT Eagle Glove Indonesia. Pada hipotesis kedua diketahui *standardized coefficients* (β) sebesar 0,254 dan koefisien regresi sebesar 0,498 dengan nilai signifikansi $p = 0.015$. Hasil ini menunjukkan bahwa keadilan prosedural memiliki pengaruh yang positif dan signifikan terhadap komitmen afektif karyawan PT Eagle Glove Indonesia. Hal ini berarti semakin tinggi tingkat keadilan prosedural, maka semakin tinggi komitmen afektif karyawan PT Eagle Glove Indonesia.

Kata kunci : keadilan organisasi, dimensi keadilan prosedural, keadilan distributif, keadilan interaksional, komitmen organisasi, karyawan, PT Eagle Glove Indonesia

**THE INFLUENCE OF ORGANIZATIONAL JUSTICE
TOWARDS THE AFFECTIVE COMMITMENT OF
PT EAGLE GLOVE INDONESIA'S EMPLOYEES**

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ABSTRACT

This research was intended to find out the influence of organizational justice towards the affective commitment of PT Eagle Glove Indonesia's employees. In this research, these hypotheses in this research were (1) the distributive justice had a positive and significant influence towards the employees' affective commitment, (2) procedural justice had a positive and significant influence towards the employees' affective commitment, and (3) interactional has a positive and significant influence towards the employees' affective commitment. The research used quantitative approach, and the sampling technique used purposive sampling. The subject of this research were 153 employees of PT Eagle Glove Indonesia. This research used two types of scales as justice organization scale and organizational commitment scale. The justice organization scale consisted of 20 items. The reliability of each dimension were procedural justice $\alpha = 0,831$, distributive justice $\alpha = 0,918$, and interactional justice $\alpha = 0,836$ while the affective commitment scale has 8 items with $\alpha = 0,834$ of reliability. The calibration of the hypotheses was done by using the analysis of multiple regression. The result of the research showed that the first and second hypothesis approved. The result of first hypothesis showed that the standardized coefficients (β) was 0,171 and the regression coefficient was 0,404 with $p = 0.049$ as the significant score. This result showed that the distributive justice had a positive and significant influence towards the affective commitment of PT Eagle Glove Indonesia's employees. It meant that higher the degree distributive justice they had, higher affective commitment of PT Eagle Glove Indonesia's employees they would have. The result of second hypothesis showed that the standardized coefficients (β) was 0,254 and the regression coefficient was 0,498 with $p = 0.015$ as the significant score. This result showed that the procedural justice had a positive and significant influence towards the affective commitment of PT Eagle Glove Indonesia's employees. It meant that higher the degree procedural justice they had, higher affective commitment of PT Eagle Glove Indonesia's employees they would have.

Key Words : organizational justice, dimension of procedural justice, distributive justice, interactional justice, affective commitment, employee, PT Eagle Glove Indonesia.