

ABSTRAK

PENGARUH KEADILAN ORGANISASIONAL TERHADAP KOMITMEN ORGANISASIONAL

(Studi pada Karyawan KPM PT. Prudential Life Assurance, Yogyakarta)

Zakaria Gatti Wibowo

Universitas Sanata Dharma

Yogyakarta

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Penelitian ini bertujuan untuk mengetahui apakah ada pengaruh keadilan distributif, keadilan prosedural, dan keadilan interaksional terhadap komitmen organisasional pada karyawan Kantor Pemasaran Mandiri PT. Prudential Life Assurance. Data dikumpulkan melalui kuesioner. Sampel yang digunakan dalam penelitian ini berukuran 50 responden. Dalam penelitian ini teknik analisis data yang digunakan untuk menguji hipotesis adalah analisis regresi linear berganda.

Hasil penelitian menunjukkan bahwa keadilan distributif dan keadilan prosedural tidak berpengaruh terhadap komitmen organisasional. Sedangkan, keadilan interaksional berpengaruh terhadap komitmen organisasional.

Kata Kunci: Keadilan Distributif, Keadilan Prosedural, Keadilan Interaksional, Komitmen Organisasional

ABSTRACT

THE INFLUENCE OF ORGANIZATIONAL JUSTICE ON EMPLOYEES' ORGANIZATIONAL COMMITMENT

(A Case Study on Employees of Prufuture Team Agency, Mandiri Marketing Office of PT. Prudential Life Assurance, Yogyakarta)

Zakaria Gatti Wibowo

Sanata Dharma University

Yogyakarta

2019

The aims of this research are to determine the influence of distributive justice, procedural justice, and interactional justice effect toward organizational commitment of the employees of Mandiri Marketing Office PT. Prudential Life Assurance, Yogyakarta. The selection of data is using questionnaire. The data collection is conducted by distributing a questionnaire to 50 respondents. The data analysis technique used is multiple Linier Regression Analysis.

The result of this research indicates that distributive justice and procedural justice do not influence the employees' organizational commitment. While interactional justice influence the employees' organizational commitment.

Keywords: Ditributive Justice, Procedural Justice, Interactional Justice, Organizational Commitment

