

**PENGARUH KEADILAN ORGANISASI DAN *LEADER MEMBER EXCHANGE* TERHADAP KOMITMEN ORGANISASIONAL PADA KARYAWAN PT. PASAR SWALAYAN MAJU BERSAMA YOS SUDARSO  
MEDAN**

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**INTISARI**

Tujuan dilakukannya penelitian ini adalah untuk menguji dan mengetahui pengaruh antara keadilan organisasi dan *leader member exchange* terhadap komitmen organisasional. Sampel penelitian terdiri dari 120 karyawan PT. Pasar Swalayan Maju Bersama dengan metode *total sampling*. Data penelitian dikumpulkan dengan menggunakan skala komitmen organisasional yang terdiri dari 36 aitem, skala keadilan organisasi yang terdiri dari 29 aitem dan skala *leader member exchange* yang terdiri dari 33 aitem. Hasil penelitian menunjukkan bahwa terdapat pengaruh antara keadilan organisasional dan *leader member exchange* terhadap komitmen organisasional dengan nilai uji  $F = 49.087$  dan  $\text{sig.} = 0.000$ . Hasil penelitian menunjukkan terdapat pengaruh positif antara keadilan organisasi terhadap komitmen organisasional dengan nilai koefisien beta sebesar 0.455 dan  $\text{sig.} 0.000$  ( $p < 0.05$ ), dan terdapat pengaruh positif antara *leader member exchange* terhadap komitmen organisasional dengan nilai koefisien beta sebesar 0.268 dan  $\text{sig.} 0.008$  ( $p < 0.05$ ). Uji asumsi terdiri dari uji normalitas, uji multikolinearitas, uji autokorelasi serta uji heteroskedastisitas. Data dianalisis dengan menggunakan korelasi *Multiple Linear Regression* atau analisis regresi linear berganda melalui bantuan *SPSS Statistics 25 for Windows*. Hasil penelitian menunjukkan bahwa sumbangan efektif yang diberikan keadilan organisasi dan *leader member exchange* terhadap komitmen organisasional adalah sebesar 44.7 persen, selebihnya 55.3 persen dipengaruhi oleh faktor lain yang tidak diteliti.

**Kata kunci :** keadilan organisasi, *leader member exchange*, komitmen organisasional, karyawan

**THE EFFECT OF ORGANIZATIONAL JUSTICE AND LEADER MEMBER EXCHANGE ON ORGANIZATIONAL COMMITMENTS IN EMPLOYEES PT. PASAR SWALAYAN MAJU BERSAMA YOS SUDARSO MEDAN**

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**ABSTRACT**

*The purpose of this research is to examine and determine the effect of organizational justice and leader exchange members on organizational commitment. The research sample consisted of 120 employees of PT. Pasar Swalayan Maju Bersama with the total sampling method. The research data were collected using an organizational commitment scale consisting of 36 items, an organizational justice scale consisting of 29 items and a leader member exchange scale consisting of 33 items. The results showed that there was an influence between organizational justice and leader member exchange on organizational commitment with a test value of  $F = 49,087$  and  $\text{sig.} = 0,000$ . The results showed there was a positive influence between organizational justice on organizational commitment with a beta coefficient of 0.455 and  $\text{sig.} = 0.000$  ( $p < 0.05$ ), and there is a positive influence between leader member exchange on organizational commitment with a beta coefficient of 0.268 and  $\text{sig.} = 0.008$  ( $p < 0.05$ ). The assumption test consists of normality test, multicollinearity test, autocorrelation test and heteroscedasticity test. Data were analyzed using Multiple Linear Regression correlation or multiple linear regression analysis through the help of SPSS Statistics 25 for Windows. The results showed that the effective contribution of organizational justice and leader member exchange to organizational commitment was 44.7 percent, the remaining 55.3 percent was effected by other factors not examined.*

**Keywords:** *organizational justice, leader member exchange, organizational commitment, employees*