

Pengaruh keadilan organisasi dan pengembangan karir dalam reformasi administrasi perpajakan terhadap organizational citizenship behavior pada pegawai KKP Pratama Jakarta Kemayoran = The effect of organizational justice and career development in the reform of tax administration to organizational citizenship behavior on employee at KPP Primary Jakarta Kemayoran / Azrin Rasuwin

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Abstrak

ABSTRAK

Tujuan dalam penelitian ini adalah untuk mengetahui pengaruh Keadilan Organisasi dan Pengembangan Karir dalam Reformasi Administrasi Perpajakan terhadap Organizational Citizenship Behavior pada Pegawai KPP Pratama Jakarta Kemayoran.

Populasi dari penelitian ini adalah 87 pegawai yang aktif bekerja di KPP Pratama Jakarta Kemayoran dan melalui formula slovin respondennya 47 pegawai.

Analisis Regresi Linier digunakan untuk menguji hipotesis. Hasil penelitian menunjukkan sebagai berikut :

(1) Keadilan distributif, keadilan prosedural, keadilan interaksional dan pengembangan karir secara sendiri-sendiri berpengaruh terhadap Organizational Citizenship Behavior (Perilaku Ekstra Peran).(2) Keadilan distributif, keadilan prosedural, keadilan interaksional dan pengembangan karir secara bersama-sama berpengaruh terhadap Organizational Citizenship Behavior (Perilaku Ekstra Peran).(3) Keadilan distributif, keadilan prosedural, keadilan interaksional secara bersama-sama berpengaruh terhadap Organizational Citizenship Behavior (Perilaku Ekstra Peran).(4) Pengaruh paling kuat terhadap OCB (Perilaku Ekstra Peran) adalah semua variabel bebas secara bersama-sama terhadap OCB 9Perilaku Ekstra peran).(5)

Diantara variabel bebas yang paling kuat pengaruhnya adalah variabel Keadilan Prosedural dan yang paling lemah pengaruhnya adalah Pengembangan karir.

ABSTRACT

The purpose of this research was to determine the effect of Organizational Justice and Career Development in the Reform of Tax Administration to Organizational Citizenship Behavior on Employee at KPP Primary Jakarta Kemayoran.

The population of this study were 87 employees who actively work in the KPP Primary Jakarta Kemayoran and through Slovin formula respondents 47 employees.

Linear regression analysis is used to test the hypothesis. The results showed the following: (1) Distributive justice, procedural justice, interactional justice and career development independently affect Organizational Citizenship Behavior (Extra Role Behavior). (2) Distributive justice, procedural justice, interactional justice and career development are jointly influence on Organizational Citizenship behavior (Extra role behavior). (3) Distributive justice, procedural justice, interactional justice jointly affect Organizational Citizenship behavior (Extra role behavior). (4) The most powerful influence on OCB (behavior extra role) are all independent variables together to OCB (extra role behavior). (5) Among the independent variable is the variable most strongly influence Procedural Justice and the weakest effect is career development.