

# Pengaruh kepemimpinan transformasional dan keadilan organisasi terhadap komitmen perubahan studi pada PT.XYZ = The influence of transformational leadership and organizational justice on commitment to change study at PT. XYZ

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## Abstrak

Komitmen perubahan diperlukan untuk mencapai efektivitas organisasi. Penelitian ini dilakukan untuk melihat pengaruh kepemimpinan transformasional dan keadilan organisasi terhadap komitmen perubahan. Selain itu, penelitian ini juga melihat pengaruh kepemimpinan transformasional dan keadilan organisasi terhadap ketiga dimensi komitmen perubahan, yaitu komitmen afektif, komitmen kontinuan, dan komitmen normatif. Pengukuran kepemimpinan transformasional menggunakan Multifactor Leadership Questionnaire, keadilan organisasi menggunakan Organizational Justice Scale, dan komitmen perubahan menggunakan Commitment to Change Inventory.

Hasil perhitungan dari 275 responden, menunjukkan bahwa kepemimpinan transformasional dan keadilan organisasi memberikan pengaruh signifikan terhadap komitmen perubahan ( $R^2=0,175$ ,  $p<0,005$ ) dan pada masing-masing dimensi komitmen perubahan (afektif, kontinuan, dan normatif). Meskipun demikian, berdasarkan analisis setiap variabel, ternyata hanya keadilan organisasi yang memberikan pengaruh signifikan terhadap komitmen perubahan ( $R^2=0,0412$ ,  $p<0,005$ ).

.....Commitment to change is required to achieve organizational effectiveness. This study was conducted to see the effect of transformational leadership and organizational justice on commitment to change. In addition, this study also tries to identify the effects of transformational leadership and organizational justice to the three dimensions of commitment to organizational change. This research used Multifactor Leadership Questionnaire for transformational leadership, Organizational Justice Scale for organizational justice, and Commitment to Change Inventory for Commitment to change.

The results from 275 respondent showed that transformational leadership and organizational justice have a significant influence on commitment to change ( $R^2=0,175$ ,  $p<0,005$ ) and each dimension of commitment to change (affective, continuants, and normative). Furthermore, this study also shows that only organizational justice that has significant impact on commitment to change ( $R^2=0,0412$ ,  $p<0,005$ ).