

# Hubungan antara leader members exchange dan turnover intention dengan procedural distributive justice sebagai mediator = The relationship between leader members exchange and turnover intention : the mediating role of procedural distributive justice

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## Abstrak

Pada penelitian ini dibahas hubungan antara Leaders members exchange (LMX) dan turnover intention dengan procedural dan distributive justice sebagai mediator. Sampel penelitian terdiri dari 107 orang pegawai tetap di Bank ABC Depok. Pengukuran LMX, procedural & distributive justice menggunakan metode self-report dengan reliabilitas yang baik pada pilot study maupun field study, dengan nilai cronbach alfa diatas .75. Hasil penelitian menunjukkan bahwa LMX, Procedural, dan Distributive Justice secara signifikan berkorelasi negatif terhadap turnover intention. Pada penelitian juga didapatkan hasil bahwa LMX secara signifikan berkorelasi secara positif terhadap Procedural maupun Distributive justice. Pada uji mediasi didapatkan hasil bahwa Procedural & Distributive justice ternyata tidak memiliki efek mediasi terhadap hubungan antara LMX dan Turnover intention.

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This research examined the relationship between LMX and turnover intention, mediated by procedural and distributive justice. Sample consisted of 107 full time employees of Bank ABC Depok. Using self-report, the measurements of LMX, procedural, and distributive justice all have good reliability, the cronbach's alpha values above .75. The results showed that LMX, Procedural and Distributive Justice have negative correlations with turnover intention. This study also found that LMX positively correlated with Procedural and Distributive justice. The theory of mediating effects results distributive and procedural justice not mediating relationship between LMX and turnover intention.