

Analisis pengaruh keadilan distributif dan prosedural terhadap komitmen afektif dan kepuasan kerja pada mediasi kepemilikan psikologis karyawan non-keluarga di perusahaan keluarga tahun 2015. Studi kasus: PT X = The effect of distributive and procedural justice towards affective commitment and job satisfaction mediated by psychological ownership on non-family employees in family firm in 2015. Case study: PT X

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Abstrak

Penelitian ini bertujuan untuk mengetahui bagaimana rasa kepemilikan yang dimiliki oleh karyawan non-keluarga dapat memediasi pengaruh persepsi keadilan di organisasi, seperti keadilan distributif dan prosedural terhadap komitmen afektif dan kepuasan kerja. Dengan melakukan pengujian pada 125 karyawan non-keluarga di sebuah perusahaan keluarga yang bergerak dalam industri penerbangan, dapat disimpulkan bahwa kepemilikan psikologis terbukti memediasi secara parsial pengaruh antara persepsi keadilan distributif baik terhadap komitmen afektif dan juga kepuasan kerja, sementara kepemilikan psikologis terbukti memediasi secara parsial pengaruh keadilan prosedural terhadap komitmen afektif.

.....This study aims to determine how the sense of ownership named psychological ownership that is owned by non-family employees may mediate the effect of the perception of fairness in the organization, such as the distributive and procedural justice on affective commitment and job satisfaction. By performing tests on 125 non-family employees in a family company engaged in the aviation industry, it can be conclude that the psychological ownership proved to partially mediates the effect between perceptions of distributive justice on affective commitment as well as job satisfaction, while psychological ownership proved to partially mediates perception of procedural justice on affective commitment.