

Pengaruh leader-member exchange (LMX), partisipasi, dan informasi terhadap commitment to change reformasi birokrasi yang dimediasi oleh employee perceptions of justice = The influence of leader member exchange (LMX) participation and information toward commitment to change bureaucratic reform mediated by employee perceptions of justice

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh leader-member exchange (LMX), partisipasi, dan informasi terhadap commitment to change yang dimediasi oleh employee perceptions of justice. Penelitian ini dilakukan di Kementerian Sekretariat Negara yang mulai tahun 2005 mengalami proses perubahan organisasi melalui pelaksanaan reformasi birokrasi. Pengumpulan data dilakukan dengan menggunakan metode survei kuesioner. Jumlah responden dalam penelitian ini sebanyak 372 orang. Analisis data dilakukan dengan menggunakan metode Structural Equation Model (SEM).

Hasil penelitian menunjukkan bahwa leader-member exchange (LMX) tidak memiliki pengaruh positif langsung terhadap commitment to change, sedangkan partisipasi dan informasi memiliki pengaruh positif langsung terhadap commitment to change. Selain itu, leader-member exchange (LMX), partisipasi, dan informasi memiliki pengaruh positif langsung terhadap employee perceptions of justice.

Penelitian ini juga membuktikan bahwa employee perceptions of justice memediasi secara penuh pengaruh leader-member exchange (LMX) terhadap commitment to change. Di sisi lain, employee perceptions of justice memediasi secara parsial pengaruh partisipasi dan informasi terhadap commitment to change.

.....This research aimed to analyze the influence of leader-member exchange (LMX), participation and information toward commitment to change mediated by employee perception of justice. This research was conducted in the Ministry of State Secretariat of the Republic of Indonesia. In addition, the Ministry of State Secretariat had bureaucratic reformation in 2005, resulting in the changes of its organization. The data were collected from questionnaires. The participants of the questionnaires were 372 people. The data were analyzed by using Structural Equation Model (SEM).

The result showed that leader-member exchange (LMX) did not have positive effect directly toward commitment to change, while participation and information have positive effect directly toward commitment to change. Moreover, leader-member exchange (LMX), participation, and information have positive effect directly toward employee perceptions of justice.

This research also proved that employee perceptions of justice fully mediate the effect leader-member exchange (LMX) toward commitment to change. On the other hand, employee perceptions of justice partially mediate the effect participation and information toward commitment to change.