

The fairness of organization's performance appraisal social capital and the Impact Toward Affective Commitment / Heru Kurnianto Tjahjono

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Abstrak

Abstract. This experimental study aims to examine the impact of distributive and procedural justice towards affective commitment in every context or situation that is configurational. The meta-analysis, concluded by Hartman, Yale, and Galle (1999), explained that researches on fairness in general was conducted in the context of unfairness. This particular study examined various situations to form a configuration of distributive justice, procedural justice, and subjective perspective of social capital as moderating variable. This study involved 268 subjects in one class relation to performance appraisal's policy. The findings show that both distributive and procedural justice are vital predictors. Similarly, the configuration of these variables play a role in explaining affective commitment. Another important finding is that social capital, as a subjective perspective, plays a significant role in explaining affective commitment.

Abstrak. Penelitian eksperimen ini bertujuan menguji pengaruh keadilan distributif dan keadilan prosedural terhadap komitmen afektif dalam berbagai konteks/ situasi yang bersifat konfigurasional. Meta analisis yang dilakukan Hartman, Yale & Galle, (1999) menjelaskan bahwa penelitian keadilan pada umumnya dilakukan dalam konteks ketidakadilan. Penelitian ini melakukan pengujian dari berbagai situasi sehingga membentuk konfigurasi keadilan distributif, keadilan prosedural dan perspektif subjektif modal sosial sebagai variabel moderasi. Penelitian melibatkan 268 subjek dalam kelas terkait dengan kebijakan penilaian kinerja. Hasil menunjukkan bahwa keadilan distributif dan keadilan prosedural merupakan prediktor penting. Demikian pula konfigurasi kedua variabel tersebut berperan dalam menjelaskan komitmen afektif. Hal penting lainnya, modal sosial sebagai perspektif subjektif berperan signifikan dalam menjelaskan komitmen afektif.