

Hubungan antara persepsi keadilan organisasi terhadap in-role dan extra-role behavior dengan program information sharing pada karyawan di PT X = Relationship between perceived organizational justice to in role and extra role behavior with information sharing program for employee at x company

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Abstrak

Penelitian ini bertujuan untuk mengetahui apakah terdapat hubungan antara persepsi keadilan organisasi terhadap in-role dan extra-role behavior di PT X, serta menentukan intervensi yang tepat sebagai upaya untuk meningkatkan in-role dan extra-role behavior melalui peningkatan persepsi keadilan organisasi. Persepsi keadilan organisasi diukur dengan menggunakan alat ukur persepsi keadilan organisasi yang diadaptasi dari alat ukur organizational justice scale yang dikembangkan oleh Colquitt 2001. Alat ukur persepsi keadilan organisasi terdiri dari 20 item $\alpha=0,92$. Sedangkan in-role behavior IRB dan extra role behavior/ organizational citizenship behavior OCB diukur dengan alat ukur yang dikembangkan oleh William dan Anderson 1997. Alat ukur IRB terdiri dari 6 item $\alpha=0,85$, OCB-O terdiri dari 7 item $\alpha=0,75$, dan OCB-I terdiri dari 7 item $\alpha=0,92$. Hasil penelitian terhadap 92 responden menunjukkan hubungan yang positif dan signifikan antara persepsi keadilan organisasi dengan IRB $r=0,22$, p.

.....The research aims to determine the relationship between perception of organizational justice to in role and extra role behavior at X company, and to decide appropriate intervention to increase in role and extra role behavior by enhancing perceived organizational justice. Perceived organizational justice is measured by using measurement instrument adapted from organizational justice scale developed by Colquitt 2001. Perceived organizational justice questionnaire consist of 20 items 0,92. Whereas, in role behavior IRB and extra role behavior organizational citizenship behavior OCB measurement instrument adapted from IRB and OCB questionnaire developed by William and Anderson 1997. IRB questionnaire consist of 6 items 0,85, OCB O questionnaire consist of 7 items 0,75, and OCB I questionnaire consist of 7 items 0,92. The measurement of 92 respondent results showed a positive and significant relationship between perceived organizational justice to IRB R 0,22, p.