

Pengaruh keadilan organisasi dan persepsi dukungan organisasi terhadap komitmen afektif di PT A: pelatihan coaching untuk meningkatkan persepsi dukungan atasan = The effect of organizational justice and perceived organizational support to affective commitment in PT A: coaching training to increase perceived supervisor support

Yoga Samudra Dewa, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20475895&lokasi=lokal>

Abstrak

Tesis ini bertujuan untuk mengetahui apakah terdapat hubungan antara keadilan organisasi dan persepsi dukungan organisasi terhadap komitmen afektif karyawan di PT A. Tipe penelitian yang digunakan adalah penelitian korelasional dengan responden penelitian sebanyak 52 karyawan. Keadilan organisasi diukur dengan menggunakan alat ukur yang diadaptasi dari alat ukur organizational justice dari Neihooft Moorman 1993 yang terdiri dari 20 item $\alpha = 0,911$. Alat ukur persepsi dukungan organisasi diukur menggunakan alat ukur yang diadaptasi dari alat ukur perceived organizational support dari Eisenberger 2002 yang terdiri dari 8 item $\alpha = 0,892$. Sementara alat ukur komitmen afektif diukur menggunakan alat ukur yang diadaptasi dari alat ukur affective commitment dari Meyer Allen 1991 yang terdiri dari 8 item $\alpha = 0,714$.

Hasil penelitian menunjukkan hubungan yang positif dan signifikan antara keadilan organisasi maupun persepsi dukungan organisasi terhadap komitmen afektif $R = 0,410$, $p < 0,001$. Hasil penelitian juga menunjukkan bahwa persepsi dukungan organisasi lebih memengaruhi komitmen afektif jika dibandingkan dengan keadilan organisasi $b = 0,418$, $p < 0,05$. Hal ini dapat diartikan semakin tinggi persepsi dukungan organisasi maka akan tinggi pula komitmen afektif. Peneliti selanjutnya merancang intervensi yang dapat meningkatkan persepsi dukungan organisasi melalui pelatihan coaching for performance untuk karyawan PT A yang memiliki bawahan. Tujuannya dengan dilakukannya coaching adalah untuk meningkatkan persepsi dukungan organisasi yang selanjutnya dapat meningkatnya komitmen afektif. Hasil evaluasi pemahaman peserta menunjukkan perbedaan signifikan antara skor pre-test dan post-test $t = -5,745$, $p < 0,001$. Hal ini dapat diartikan terjadi peningkatan pemahaman mengenai coaching pada peserta pelatihan setelah pelaksanaan intervensi.

<hr />

The purpose of this research is to determine the effect of organizational justice and perceived organizational support to affective commitment of the employee at A Company. The type of this study is correlational study and the number of participants are 52 employees. Organizational justice is measured by using measurement instrument adapted from organizational justice questionnaire developed by Neihooft Moorman 1993, consist of 20 item $\alpha = 0,911$. Perceived organizational support is measured by using measurement instrument adapted from Perceived organizational support questionnaire developed by Eisenberger 2002, consist of 8 item $\alpha = 0,892$. Whereas affective commitment is measured by using measurement instrument adapted questionnaire affective commitment developed by Meyer Allen 1991, consist of 8 item $\alpha = 0,714$.

The result a positive and significant relationship among organizational justice and perceived organizational support with affective commitment $R = 0,410$, $p < 0,001$. The result also showed that only perceived

organizational support indicating a positive and significant relationship on affective commitment than organizational justice $b = 0,418$, $p = 0,05$. It can be concluded that the higher perceived organizational support then the higher of affective commitment level. Researcher then designing interventions that can improve perceived organizational support through coaching for performance training for employee of A company who has the subordinates. The purpose of the intervention is to improve perceived organizational support which can impact on improve affective commitment level. Evaluation at learning criteria show significant differences between pre test dan post test $t = 5,745$, $p = 0,001$. It can be concluded that there has been an increase in knowledge about coaching on the trainee after the intervention session.