

Pengaruh persepsi organizational justice terhadap kualitas leader-member exchange dengan melakukan coaching pada atasan di Departemen Sales PT X = The influence of organizational justice perceptions on leader member exchange quality by coaching for superior employees in PT X Sales Department

Sari Amanda, author

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Abstrak

Penelitian ini berfokus untuk melihat perubahan persepsi organizational justice dan kualitas leader-member exchange yang merupakan dampak dari pelaksanaan coaching pada atasan di departemen sales PT X. Penelitian ini menggunakan desain penelitian pre-test/post-test design. Instrumen penelitian menggunakan kuesioner leader-member exchange dengan $\alpha = 0.73$ dan kuesioner organizational justice dengan $\alpha = 0.92$. Hasil uji regresi terhadap 35 responden menunjukkan bahwa hanya persepsi interactional justice yang menunjukkan pengaruh signifikan terhadap kualitas leader-member exchange. Artinya, leader-member exchange dapat dijelaskan oleh 12.7 varians organizational justice. Berdasarkan hasil uji perbedaan sebelum dan sesudah pemberian coaching pada atasan terdapat perbedaan mean yang signifikan antara skor interactional justice sebelum dan sesudah intervensi $p = 0.01$; $p < 0.05$. Sama halnya pada skor leader-member exchange sebelum dan sesudah intervensi $p = 0.01$; $p < 0.05$. Karenanya, dapat disimpulkan bahwa intervensi coaching pada atasan yang diberikan efektif dalam meningkatkan organizational justice melalui dimensi interactional justice dan leader-member exchange.

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This study focused on looking at changes in organizational justice perceptions and the quality of leader member exchange which is the impact of coaching implementation on the superiors. This research used pre test post test design research. The research instrument used leader member exchange questionnaire 0.73 and an organizational justice questionnaire 0.92. The regression analysis from 35 respondents showed that only interactional justice perception had significant influence to leader member exchange quality. In view of this, leader member exchange can be explained by 12.7 organizational justice variance. Based on the test results between the difference of before and after coaching on the superiors, there is a significant mean difference between interactional justice score, before and after intervention $p 0.01$ p.