

Pengaruh persepsi keadilan organisasi dan work engagement terhadap komitmen afektif untuk perubahan: Peran intervensi pelatihan komunikasi efektif = The Effect of Organizational Justice and Work Engagement on Affective Commitment to Change: Role of Effective Communication Training Intervention

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Abstrak

Penelitian ini memiliki tujuan untuk meneliti pengaruh persepsi keadilan organisasi dan keterikatan kerja (*work engagement*) terhadap komitmen afektif untuk perubahan pada Puskesmas Kecamatan X Propinsi DKI Jakarta. Partisipan penelitian ini adalah 145 orang pegawai PNS maupun Non PNS yang mengikuti penelitian secara sukarela. Data penelitian diambil melalui kuesioner, wawancara dan data organisasi. Partisipan mengisi kuesioner dalam bentuk *booklet* yang terdiri dari tiga bagian yaitu; kuesioner komitmen afektif untuk perubahan, kuesioner persepsi keadilan organisasi dan, kuesioner *work engagement*.

Hasil analisis regresi menunjukkan persepsi keadilan organisasi memiliki pengaruh signifikan terhadap komitmen afektif untuk perubahan. Sedangkan tidak seperti diduga sebelumnya, *work engagement* ternyata tidak memiliki peran signifikan terhadap komitmen afektif untuk perubahan. Intervensi pelatihan terhadap manajemen diberikan dengan tujuan agar terjadi peningkatan persepsi keadilan organisasi yang selanjutnya berdampak pada peningkatan komitmen afektif terhadap perubahan pada pegawai Puskesmas Kecamatan X Propinsi DKI Jakarta.

This study aims to examine the influence of perceive organizational justice and work engagement on affective commitment to change at the District X Public Health Center of DKI Jakarta Province. The participants of this study were 145 civil servant and non civil servant employees who participated in the study voluntarily. The research data was taken by questionnaires, interviews and organizational data. Participants filled out the questionnaire in the form of a booklet consisting of three parts, namely; questionnaire on affective commitment to change, questionnaire on perceive organizational justice and work engagement questionnaire.

The results of the regression analysis show that perceive organizational justice have a significant effect on affective commitment to change. Whereas unlike previously expected, work engagement did not have a significant role on affective commitment to change. Training interventions for management were provided with the aim that there was an increase in perceive organizational justice which subsequently had an impact on increasing affective commitment to change in the District X Community Health Center employees of DKI Jakarta Province.