

## INTISARI

### PENGARUH KEADILAN KOMPENSASI TERHADAP KOMITMEN ORGANISASI PADA PERAWAT RSI PKU MUHAMMADIYAH PEKAJANGAN

Lucky Pranajati

Magister Manajemen Rumah Sakit, Universitas Muhammadiyah Yogyakarta

**Latar Belakang:** Kompensasi adalah total seluruh imbalan yang diterima karyawan sebagai pengganti jasa yang telah mereka berikan. Kesiediaan karyawan untuk bekerja di perusahaan, sebenarnya mengharapkan adanya kompensasi yang adil sehingga akan memberikan dampak terhadap komitmen organisasi. Sweeney & Mc Farlin (1992) berpendapat bahwa proses organisasi yang adil menyebabkan orang akan mengevaluasi organisasi secara keseluruhan dengan penilaian yang lebih baik dalam bentuk derajat komitmen keorganisasian mereka. Dari persepsi adil, terbentuklah komitmen organisasi, dimana ada rasa keterikatan emosional antara karyawan dan organisasi.

**Tujuan Penelitian:** Pada penelitian ini, peneliti ingin mengetahui pengaruh keadilan kompensasi (keadilan distributif, keadilan prosedural, keadilan interpersonal, dan keadilan informasional) terhadap komitmen organisasi pada perawat RSI PKU Muhammadiyah Pekajangan.

**Metode Penelitian :** Metode kuantitatif (*cross sectional*) dengan jumlah populasi 106 perawat di RSI PKU Muhammadiyah Pekajangan. Analisis data yang digunakan adalah uji F, uji t, dan regresi linier berganda.

**Hasil Penelitian :** Berdasarkan hasil pengujian regresi linier berganda, didapatkan nilai F sebesar 29,677 dengan p sebesar 0,000. Berdasarkan nilai  $p < 0,05$  maka  $H_0$  ditolak, sehingga disimpulkan keadilan kompensasi (keadilan distributif, keadilan prosedural, keadilan interpersonal, dan keadilan informasional) berpengaruh positif terhadap komitmen organisasi pada perawat RSI PKU Muhammadiyah Pekajangan.

**Kesimpulan :** Keadilan kompensasi (keadilan distributif, keadilan prosedural, keadilan interpersonal, dan keadilan informasional) berpengaruh positif terhadap komitmen organisasi pada perawat RSI PKU Muhammadiyah Pekajangan.

**Kata Kunci :** Keadilan Kompensasi, Komitmen Organisasi

## ABSTRACT

### THE INFLUENCES OF COMPENSATION JUSTICE FOR ORGANISATION COMMITMENT IN NURSE RSI PKU MUHAMMADIYAH PEKAJANGAN

Lucky Pranajati

Master in Hospital Management, University of Muhammadiyah Yogyakarta

**Background :** Compensation is the total of all employee remuneration in lieu of service they have given. Willingness of employees to work at the company, actually expect fair compensation so that will give impact on organizational commitment. Sweeney & Mc Farlin (1992) argues that a fair process led to the organization will evaluate the overall organization with a better assessment of the degree of commitment in their organization. Perceptions of justice, it becomes a commitment to the organization, where there is a sense of emotional attachment between employees and organizations.

**Purpose :** In this study, researchers wanted to investigate the influences of compensation justice (distributive justice, procedural justice, interpersonal justice and informational justice) for organizational commitment in nurse RSI PKU Muhammadiyah Pekajangan.

**Method :** This research use quantitative methode (cross sectional) design and all nurse (106 nurses) at RSI PKU Muhammadiyah Pekajangan as data research. To analyze the data is used F-test, t-test, and multiple linier regression.

**Result :** Based on multiple linear regression test results, obtained F value of 29.677 with a p of 0.000. Based on the value of  $p < 0.05$  then  $H_0$  is rejected, so the inferred compensation justice (distributive justice, procedural justice, interpersonal justice and informational justice) has positive impact on organizational commitment in nurse RSI Pekajangan PKU Muhammadiyah.

**Conclusion :** Compensation justice (distributive justice, procedural justice, interpersonal justice and informational justice) has positive impact on organizational commitment in nurse RSI Pekajangan PKU Muhammadiyah.

**Keywords:** Compensation Justice, Organizational Commitment