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PENILAIAN HARGA SECONDARY OFFERING DAN PROSPER SAHAM PT BANK NEGARA INDONESIA (PERSERO) TBK
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Universitas Gadjah Mada, 2009 | Diunduh dari http://etd.repository.ugm.ac.id/

Abstrak

Penelitian ini bertujuan untuk menguji apakah ada pengaruh keadilan organisasional (distributif, prosedural dan interaksional) pada *Organizational Citizenship Behavior.* Penelitian-penelitian sebelumnya menyatakan adanya pengaruh dari keadilan organisasional pada *Organizational Citizenship Behavior.* Chiang (2004) menyatakan adanya pengaruh keadilan distributif pada *Organizational Citizenship Behavior.* Moorman, Niehoff dan Organ menyatakan adanya hubungan yang kuat antara keadilan prosedural dan *Organizational Citizenship Behavior.* Begitu pula penelitian Moorman menyatakan adanya pengaruh keadilan interaksional pada *Organizational Citizenship Behavior.* Karenanya, diprediksi bahwa ada pengaruh keadilan distributif, prosedural dan interaksional terhadap *Organizational Citizenship Behavior.*

120 kuesioner disebar kepada karyawan perusahaan dan diisi oleh 112 responden. Pengambilan sampel menggunakan teknik *accidental sampling*. Empat instrumen penelitian akan digunakan untuk membantu menilai situasi. Instrumen tersebut adalah kuesioner keadilan distributif yang diadaptasi dari Price dan Mueller (1986), kuesioner keadilan prosedural dan Interaksional yang diadaptasi dari Niehoff dan Moorman (1993), dan kuesioner *Organizational Citizenship Behavior* Questionnaires yang diadaptasi dari Podsakoff, MacKenzie, Moorman, Fetter (1990). Metode yang digunakan untuk menganalisis data penelitian adalah regresi linier berganda.

Hasil penelitian adalah keadilan distributif dan prosedural tidak mempengaruhi *organizational citizenship behavior* sementara keadilan interaksional mempengaruhi *organizational citizenship behavior* secara signifikan.

Kata kunci: distributive justice, procedural justice, interactional justice, oganizational citizenship behavior, hotel.

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Abstract

The objective of the research is to examine whether there are influences of organizational justice (distributive, procedural and interactional justices) on *Organizational Citizenship Behavior.* Previous studies assert that there is influence of organizational justice on *Organizational Citizenship Behavior.* Chiang (2004) asserts that there is an influence of distributive justice on *Organizational Citizenship Behavior.* Moorman, Niehoff and Organ (1993) assert there is a strong relationship between procedural justice and *Organizational Citizenship Behavior.* As with the study of Moorman (1991), he asserts there is an influence of interactional justice on *Organizational Citizenship Behavior.* Therefore, it is predicted thay there are influences of distributive, procedural and interactional justice on *Organizational Citizenship Behavior.*

120 questionnaires are distributed to the employees and 112 out of them are filled by the respondents. The sampling method is accidental sampling technique. Four research instruments are to be employed to help assess the situation. The instruments are distributive justive questionnaires adopted from Price and Mueller (1986), procedural and interactional justice questionnaires adopted from Niehoff and Moorman (1993), as well as *Organizational Citizenship Behavior* Questionnaires adopted from Podsakoff, MacKenzie, Moorman, and Fetter (1990). The method employed to analyze research data is multiple linear regression.

The result of the research is that distributive and procedural justices do not influence *organizational citizenship behavior* while interactional justice significantly influences *organizational citizenship behavior.*

Keywords: *distributive justice, procedural justice, interactional justice, oganizational citizenship behavior, hotel.*