

## ABSTRACT

The aim of this research is to analyze the positive relationship between organizational justice towards affective organizational commitment as well as to know the role of organizational trust as mediator on the study in generation Y in Indonesia. This research design is using quantitative survey with 108 respondents who is working as an employee in Indonesia and born between 1980 – 1999. Simple linear regression and multiple linear regressions were used to test the hypothesis in this research. The result of this study proved that organizational justice has a positive and significant relationship towards affective organizational commitment as well as organizational trust mediates the relationship between organizational justice and affective organizational commitment. Moreover, intervening variables of organizational justice is served as partial mediation between procedural justice and affective organizational commitment. In the relation between distributive justice and affective organizational commitment, intervening variable of organizational trust served as full mediation.

Key words: Organizational justice, distributive justice, procedural justice, organizational trust, affective organizational commitment.

## ABSTRAK

Penelitian ini bertujuan untuk menguji hubungan positif antara keadilan organisasional terhadap organisasional komitmen afektif serta untuk mengetahui peran kepercayaan organisasional sebagai mediator pada studi di generasi Y di Indonesia. Desain penelitian ini menggunakan survei kuantitatif dengan 108 orang responden yang bekerja sebagai karyawan di Indonesia dan lahir diantara tahun 1980 – 1999. Metode analisis data dalam penelitian ini menggunakan metode regresi linier sederhana dan regresi linier berganda yang digunakan untuk menguji seluruh hipotesis. Hasil penelitian ini membuktikan bahwa keadilan organisasional memiliki hubungan positif dan signifikan terhadap organisasional komitmen afektif serta kepercayaan organisasional memediasi hubungan antara keadilan organisasional dan organisasional komitmen afektif. Selain itu, variabel pemediasi yaitu kepercayaan organisasional terbukti sebagai memediasi hubungan antara keadilan procedural dan organisasional komitmen afektif secara parsial serta memediasi hubungan antara keadilan distributif dan organisasional komitmen afektif secara penuh.

Kata kunci: keadilan organisasional, keadilan distributif, keadilan procedural, kepercayaan organisasional, organisasional komitmen afektif.