

## INTISARI

Komitmen menjadi sebuah sarana bagi organisasi untuk meningkatkan kinerja organisasi. Melalui dukungan pemimpin yang menggunakan gaya kepemimpinan *servant leadership* dan adanya keadilan distributif di dalam organisasi akan membuat kinerja pegawai meningkat. Penelitian ini bertujuan untuk menganalisis: 1) pengaruh *servant leadership* terhadap *continuance commitment*; 2) pengaruh keadilan distributif terhadap *continuance commitment* pegawai Sentana Group.

Penelitian ini termasuk menggunakan jenis penelitian kuantitatif dengan pendekatan *cross-sectional*. Responden penelitian ini adalah sebanyak 58 pegawai Sentana Group. Data *servant leadership*, keadilan distributif, dan *continuance commitment* diperoleh dengan menggunakan teknik survei dengan menggunakan instrumen angket yang telah divalidasi oleh ahli dan reliabel berdasar hasil uji coba. Analisis yang digunakan dalam penelitian ini yaitu analisis statistik deskriptif dan analisis regresi.

Hasil penelitian menunjukkan terdapat: 1) pengaruh yang positif dan signifikan *servant leadership* terhadap *continuance commitment*; 2) pengaruh yang positif dan signifikan keadilan distributif terhadap *continuance commitment*. Selain itu juga diperoleh kesimpulan bahwa *servant leadership* memiliki pengaruh lebih besar kepada *continuance commitment* daripada keadilan distributif.

Kata kunci: *Servant leadership*, keadilan distributif, *continuance commitment*.

## ABSTRACT

*Commitment becomes a means for organizations to improve organizational performance. Through the support of leaders who use the servant leadership leadership style and the existence of distributive justice in the organization, employee performance will increase. This study aims to analyze: 1) the influence of servant leadership on continuance commitment; 2) the effect of distributive justice on the continuance commitment of Sentana Group employees.*

*This research includes using quantitative research with a cross-sectional approach. The respondents of this study were 58 employees of the Sentana Group. Data on servant leadership, distributive justice, and continuance commitment were obtained using a survey technique using a questionnaire instrument that was validated by experts and reliable based on the results of the trial. The analysis used in this research is descriptive statistical analysis and regression analysis*

*The results showed that there were: 1) positive and significant influence of servant leadership on continuance commitment; 2) positive and significant influence of distributive justice on continuance commitment. In addition, it is also concluded that servant leadership has a greater influence on continuance commitment than distributive justice.*

*Keywords: Servant leadership, distributive justice, continuance commitment.*