

ABSTRAK

Penelitian ini mengkaji pengaruh keadilan organisasional (keadilan prosedural dan distributif), kepuasan kerja, dan komitmen organisasional terhadap perilaku kewargaan organisasional (PKO) perawat. Tujuan dari penelitian ini adalah untuk menguji apakah keadilan prosedural, keadilan distributif, kepuasan kerja, dan komitmen organisasional berpengaruh positif terhadap perilaku PKO perawat. Penelitian ini dilakukan terhadap 55 responden yang merupakan perawat yang bekerja di Rumah Sakit Umum Daerah (RSUD) Sleman D.I. Yogyakarta.

Hasil penelitian ini menunjukkan bahwa keadilan prosedural, keadilan distributif dan komitmen organisasional berpengaruh positif terhadap PKO perawat. Sementara itu, kepuasan kerja tidak berpengaruh terhadap PKO perawat ketika diuji bersama keadilan prosedural, keadilan distributif, dan komitmen organisasional.

Kata kunci : perawat, perilaku kewargaan organisasional, keadilan organisasional, keadilan prosedural, keadilan distributif, kepuasan kerja, komitmen organisasional.

ABSTRACT

This study try to examine the effect of organizational justice (procedural and distributive justice), job satisfaction, and organizational commitment on organizational citizenship behavior (OCB) among nurses. The aim of this study was to test whether the procedural justice, distributive justice, job satisfaction, and organizational commitment has the positive effect on nurses' OCB. The research was conducted on 55 respondents who are nurses that worked in Rumah Sakit Umum Daerah Sleman D.I. Yogyakarta.

The result of this study indicate that the procedural justice, distributive justice, and organizational commitment has a positive effect on nurses' OCB. Meanwhile, job satisfaction has no effect on nurses' OCB when tested together with procedural justice, distributive justice, and organizational commitment.

Keywords: nurse, organizational citizenship behavior, organizational justice, procedural justice, distributive justice, job satisfaction, organizational commitment.