

## JOB INSECURITY AS A MEDIATOR BETWEEN PROCEDURAL JUSTICE AND ORGANIZATIONAL COMMITMENT CIVIL SERVANTS

### *Abstract*

The service quality of education staff is one of factors that determined education quality at college. Education staff have important role because their duty as support education activity and have direct contact with both lecturer and student. The problems occurred today were lack of work discipline, responsibilities and services that became indicators from lack of organizational commitment. Organizational commitment needed by educational staff to keep and binding their behaviour to get involved in the growth of the college, working hard when working and willing to accept some change. It is surely lead the organization for able to implement fair management system through procedural justice. Procedural justice can give opportunity for employee to get involved and give their suggestion in the decision making. This opportunity will lower uncertainty and powerlessness in the change (job insecurity) that happen and encouraged organizational commitment. This study aimed to test job insecurity's role as mediator between procedural justice and organizational commitment. Data collection was done by spreading organizational commitment scale, procedural fairness scale and job insecurity scale. Study subject were 123 education staff on the state college X that have permanent employee status and have working period at least 1 year. Path analysis with lisrel 9.2 program was used for data analysis. Result showed that job insecurity can be a mediator between procedural justice and organizational commitment. Procedural justice did not have a significant role to organizational commitment when job insecurity was inserted as mediator.

*Keywords: job insecurity, organizational commitment, procedural justice*

## *JOB INSECURITY* SEBAGAI MEDIATOR ANTARA KEADILAN PROSEDURAL DAN KOMITMEN ORGANISASI PEGAWAI NEGERI SIPIL

### Abstrak

Salah satu faktor yang menentukan kualitas pendidikan di perguruan tinggi adalah kualitas pelayanan tenaga kependidikan. Tenaga kependidikan berperan penting karena bertugas menunjang penyelenggaraan pendidikan dan berhubungan langsung dengan dosen dan mahasiswa. Permasalahan yang terjadi saat ini adalah rendahnya disiplin kerja, tanggung jawab dan pelayanan yang menjadi indikator kurangnya komitmen organisasi. Tenaga kependidikan membutuhkan komitmen organisasi untuk menjaga arah perilaku dan mengikat karyawan untuk terlibat dalam kemajuan perguruan tinggi, berupaya keras dalam bekerja dan bersedia menerima perubahan. Hal tersebut tentu saja mendorong organisasi untuk mampu mengimplementasikan sistem pengelolaan yang adil melalui keadilan prosedural. Keadilan prosedural mampu memberi kesempatan kepada karyawan untuk terlibat dan memberikan pendapatnya dalam pengambilan keputusan. Pemberian kesempatan ini akan menurunkan ketidakpastian dan ketidakberdayaan mengenai perubahan (*job insecurity*) yang terjadi yang kemudian mendorong komitmen organisasi. Penelitian ini bertujuan untuk menguji peran *job insecurity* sebagai mediator antara keadilan prosedural dan komitmen organisasi. Pengambilan data penelitian dilakukan dengan menyebarkan skala komitmen organisasi, skala keadilan prosedural dan skala *job insecurity*. Subjek penelitian adalah 123 tenaga kependidikan perguruan tinggi negeri X yang berstatus karyawan tetap dan memiliki masa kerja minimal 1 tahun. Analisis data menggunakan analisis jalur dengan program Lisrel 9.2. Hasil penelitian menunjukkan *job insecurity* mampu menjadi mediator antara keadilan prosedural dan komitmen organisasi. Keadilan prosedural tidak memiliki peran signifikan terhadap komitmen organisasi ketika *job insecurity* dimasukkan sebagai mediator.

Kata kunci: *job insecurity*, komitmen organisasi, keadilan prosedural