

ABSTRACT

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THE EFFECT OF PROCEDURAL JUSTICE, LEADER-MEMBERS EXCHANGE, ORGANIZATIONAL IDENTIFICATION ON AFFECTIVE COMMITMENT OF TEACHERS IN XYZ SCHOOL

(xiv + 92 pages:7 figures; 16 tables; 9 attachments)

Teacher's affective commitment is one of the important organizational behaviour that should be attained in order to achieve school's vision and mission. By maintaining and improving teacher's affective commitment, school could increase its efficiency in saving time and minimizing the cost of recruitment. There are many variables that affect affective commitment. However, this research will only focus on three variables, such as organizational identification, leader members exchange, and procedural justice. The purpose of this research is to measure and determine the effect of organizational identification, leader members exchange, and procedural justice to teacher's affective commitment in Teach Indonesia School. The total of the research subjects are 58 teachers who work in XYZ school. After the data is processed by SmartPLS, the result shows that procedural justice, leader-members exchange, organizational identification has a positive effect to affective commitment in XYZ school.

Keywords: procedural justice, leader-member exchange, organizational identification, affective commitment

*References:*43(2009-2018)

ABSTRAK

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PENGARUH KEADILAN PROSEDURAL, *LEADER-MEMBER EXCHANGE*, *ORGANIZATIONAL IDENTIFICATION* TERHADAP KOMITMEN AFEKTIF GURU DI SEKOLAH XYZ

(xiv+92 halaman: 7 gambar;16 tabel;9 lampiran)

Komitmen afektif guru merupakan salah satu perilaku organisasi yang perlu dicapai untuk mencapai visi dan misi sekolah. Dengan mempertahankan dan meningkatkan komitmen afektif guru, efisiensi sekolah akan meningkat. Sekolah dapat meminimalisasi biaya *recruitment* dan menghemat waktu. Ada begitu banyak variabel yang mempengaruhi komitmen afektif. Namun hanya 3 variabel yang akan diteliti, yaitu *organizational identification*, *leader-member exchange*, keadilan prosedural. Tujuan penelitian ini adalah mengukur dan menentukan pengaruh keadilan prosedural, *leader-member exchange*, dan keadilan prosedural terhadap komitmen afektif guru di sekolah XYZ. Total *subject* penelitian adalah 58 guru yang mengajar di Sekolah XYZ. Setelah dilakukan pengolahan data dengan menggunakan *SmartPls*, didapatkan hasil bahwa keadilan prosedural, *leader-member exchange*, *organizational identification* berpengaruh positif terhadap komitmen afektif

Kata kunci: keadilan prosedural, *leader-member exchange*, *organizational identification*, komitmen afektif

Referensi:43(2009-2018)