

ABSTRACT

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THE INFLUENCE OF PROCEDURAL JUSTICE AND PERCEIVED ORGANIZATIONAL SUPPORT ON TRI RATNA SENIOR HIGH SCHOOL'S TEACHERS AFFECTIVE COMMITMENT AND ORGANIZATIONAL CITIZENSHIP BEHAVIORS AS AN INTERVENING VARIABLE

(xv + 93 pages: 16 figures; 17 tables; 6 attachments)

Affective commitment is defined as the employee's positive emotional attachment to the organization, this commitment is one component from three-component model of commitment. Affective commitment as the desire of organizational commitment known as an important factor in understanding and explaining the actions related to the performance of employees within an organization. This study aimed to analyze the influence of Procedural Justice, Perceived Organizational Support and Organizational Citizenship Behavior towards Affective Commitment Tri Ratna senior high school's teachers in Jakarta. The approach in this research is quantitative, descriptive and using path analysis method. Data were obtained through a survey and processed by software SmartPLS version 3. Study participants were the overall population of 33 teachers as the study population. The results of this study indicate that there is the positive influence of Procedural Justice and Perceived Organizational Support to teacher's Affective Commitment and Organizational Citizenship Behavior as an intervening variable in Tri Ratna School, Jakarta.

Keywords: Procedural Justice, Perceived Organizational Support, Organizational Citizenship Behavior, affective commitment.

References: 48 (1982-2016)

ABSTRAK

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PENGARUH KEADILAN PROSEDURAL DAN *PERCEIVED ORGANIZATIONAL SUPPORT* TERHADAP KOMITMEN AFEKTIF GURU DAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* SEBAGAI VARIABEL *INTERVENING* DI SEKOLAH MENENGAH TRI RATNA JAKARTA

(xv + 93 halaman: 16 gambar; 17 tabel; 6 lampiran)

Komitmen afektif didefinisikan sebagai ikatan emosional positif karyawan terhadap organisasi, komitmen ini adalah komponen dari komitmen organisasi yang dikenal sebagai faktor penting dalam memahami dan menjelaskan tindakan yang berkaitan dengan kinerja karyawan dalam sebuah organisasi. Penelitian ini bertujuan untuk menganalisis pengaruh Keadilan Prosedural, *Procedural Organizational Support*, dan *Organizational Citizenship Behavior* terhadap Komitmen Afektif guru Sekolah Menengah Tri Ratna di Jakarta. Pendekatan dalam penelitian adalah kuantitatif, deskriptif dan metode analisis jalur. Data diperoleh melalui survey dan diolah dengan perangkat lunak SmartPLS versi 3. Partisipan penelitian adalah keseluruhan populasi sejumlah 33 guru sebagai populasi penelitian. Hasil dari penelitian menunjukkan bahwa ada pengaruh positif Keadilan Prosedural dan *Perceived Organizational Support* terhadap Komitmen Afektif guru dan *Organizational Citizenship Behavior* sebagai variabel *intervening* di Sekolah Tri Ratna, Jakarta.

Kata kunci: Keadilan Prosedural, *Perceived Organisation Support*, *Organizational Citizenship Behavior*, komitmen afektif.

Referensi: 48 (1982-2016)