

**PENGARUH *LEADER MEMBER EXCHANGE* DAN Keadilan
ORGANISASI TERHADAP KOMITMEN ORGANISASI PEGAWAI
DINAS PENDIDIKAN KABUPATEN PURWAKARTA**

TESIS

**diajukan untuk memenuhi sebagian syarat memperoleh
gelar Magister Pendidikan Program Studi Administrasi Pendidikan**



oleh

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*PENGARUH LEADER MEMBER EXCHANGE DAN Keadilan ORGANISASI TERHADAP KOMITMEN ORGANISASI
PEGAWAI DINAS PENDIDIKAN KABUPATEN PURWAKARTA*

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Pengaruh *Leader Member Exchange* dan Keadilan Organisasi terhadap Komitmen Organisasi Pegawai Dinas Pendidikan Kabupaten Purwakarta

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ABSTRAK

Temuan empiris di Dinas Pendidikan Kabupaten Purwakarta menunjukkan masih ada sejumlah pegawai yang perlu ditingkatkan secara komitmen organisasi. Tujuan penelitian ini adalah untuk memperoleh gambaran pengaruh dari variabel *leader member exchange* dan keadilan organisasi terhadap komitmen organisasi secara parsial dan simultan melalui metode deskriptif kuantitatif. Pengumpulan data dilakukan melalui penyebaran angket secara daring kepada 115 pegawai menggunakan *nonprobability sampling* dan diolah dengan teknik regresi. Dari hasil penelitian diperoleh temuan bahwa pelaksanaan komitmen organisasi, *leader member exchange* dan keadilan organisasi masih perlu ditingkatkan. Hasil uji hipotesis menunjukkan bahwa *leader member exchange* dan keadilan organisasi berpengaruh signifikan terhadap komitmen organisasi. Temuan lainnya bahwa keadilan organisasi berpengaruh lebih kuat terhadap komitmen organisasi pegawai Dinas Pendidikan Kabupaten Purwakarta dibandingkan pengaruh *leader member exchange*. Temuan ini sekaligus menjadi implikasi bagi Dinas Pendidikan Kabupaten Purwakarta bahwa meningkatkan komitmen organisasi dapat dilakukan dengan memperkuat praktik *leader member exchange* dan keadilan organisasi.

Kata kunci: *leader member exchange, keadilan organisasi, komitmen organisasi*

THE INFLUENCE OF LEADER MEMBER EXCHANGE AND ORGANIZATIONAL JUSTICE ON THE ORGANIZATIONAL COMMITMENT OF THE PURWAKARTA DISTRICT EDUCATION OFFICE EMPLOYEES

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ABSTRACT

Empirical findings in the Purwakarta District Education Office show that there are still a number of employees who need to be improved in an organizational commitment. The purpose of this research is to obtain an overview of the influence of the variable leader member exchange and organizational justice on organizational commitments partially and simultaneously through quantitative descriptive methods. Data collection was conducted through the dissemination of online questionnaires to 115 employees using nonprobability sampling and processed with regression techniques. From the results of the study obtained findings that the implementation of organizational commitments, leader member exchange and organizational justice still need to be improved. The hypothetical test results show that the leader member exchange and organizational justice have a significant influence on organizational commitments. Another finding is that organizational justice has a stronger effect on organizational commitment of the Purwakarta District Education Office employees than influence of leader member exchange. This finding also has implications for the Purwakarta District Education Office that increasing organizational commitment can be done by strengthening the practice of leader member exchange and organizational justice.

Keywords: *leader member exchange, organizational justice, organizational commitment*

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