

RINGKASAN

Penelitian ini bertujuan untuk menganalisis pengaruh *Leader-Member Exchange* (LMX) dan *Distributive Justice* terhadap Komitmen Afektif melalui Kepuasan Kerja Intrinsik sebagai variabel mediasi pada pegawai Pengadilan Agama se-Eks Karesidenan Banyumas. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Data dikumpulkan melalui kuesioner yang dibagikan kepada 150 pegawai Pengadilan Agama se-Eks Karesidenan Banyumas dan dianalisis menggunakan *Structural Equation Modeling* (SEM) dengan *Partial Least Squares* (PLS). Hasil penelitian menunjukkan bahwa *Leader-Member Exchange* (LMX) dan *Distributive Justice* berpengaruh positif meskipun tidak signifikan terhadap Komitmen Afektif. Selain itu, Kepuasan Kerja Intrinsik berperan sebagai mediator yang signifikan dalam hubungan antara kedua variabel independen dan Komitmen Afektif. Temuan ini diharapkan dapat memberikan kontribusi dalam pengelolaan organisasi publik seperti Pengadilan Agama dan instansi lainnya, dengan fokus pada penciptaan lingkungan kerja yang mendukung keterikatan anggota dan meningkatkan komitmen afektif pada lingkungan kerja Kantor Pengadilan Agama se-Eks Karesidenan Banyumas. Oleh karena itu, organisasi publik seperti Pengadilan Agama disarankan untuk memperhatikan faktor-faktor ini guna meningkatkan kinerja dan kesejahteraan anggotanya.

Kata Kunci : *Leader-Member Exchange, Distributive Justice, Kepuasan Kerja Intrinsik, Komitmen Afektif, Organisasi Publik, Pengadilan Agama*

SUMMARY

This study aims to analyze the effect of Leader-Member Exchange (LMX) and Distributive Justice on Affective Commitment through Intrinsic Job Satisfaction as a mediating variable in Religious Court employees in the Banyumas Ex-Karesidenan. This research uses a quantitative approach with a survey method. Data were collected through questionnaires distributed to 150 employees of the Religious Court in the Banyumas Ex-Karesidenan and analyzed using Structural Equation Modeling (SEM) with Partial Least Squares (PLS). The results showed that Leader-Member Exchange (LMX) and Distributive Justice had a positive although not significant effect on Affective Commitment. In addition, Intrinsic Job Satisfaction acts as a significant mediator in the relationship between the two independent variables and Affective Commitment. These findings are expected to contribute to the management of public organizations such as Religious Courts and other agencies, with a focus on creating a work environment that supports member engagement and increases affective commitment in the work environment of Religious Court Offices in the Banyumas Ex-Karesidenan. Therefore, public organizations such as Religious Courts are advised to pay attention to these factors in order to improve the performance and welfare of their members.

Keywords: Leader-Member Exchange, Distributive Justice, Intrinsic Job Satisfaction, Affective Commitment, Public Organization, Religious Courts