

RINGKASAN

Komitmen pegawai merupakan salah satu faktor penentu keunggulan insitusi Pemerintah dalam optimalisasi layanan publik. Penelitian ini bertujuan untuk menguji dan menganalisis peranan komitmen organisasi yaitu *affective commitment*, *continuance commitment*, *normative commitment* dalam hubungan antara dimensi organisasi keadilan yaitu *distributive justice*, *prosedural Justice*, *interactional justice* terhadap kinerja pegawai (*employee performance*). Jumlah responden yang digunakan yaitu 175 pegawai Badan Pengembangan Penyuluhan Sumber Daya Manusia Pertanian UPT Kementerian Pertanian di Jawa Timur. Teknik pengambilan sampel dalam penelitian ini menggunakan teknik *probabilitas sampling* dimana responden memiliki peluang yang sama untuk dipilih. Metode pengambilan data menggunakan kuesioner. analisis data menggunakan pendekatan *Partial Least Square* (PLS).

Hasil penelitian ini menunjukkan bahwa keadilan distributive berpengaruh positif dan signifikan terhadap kinerja pegawai, namun keadilan procedural dan keadilan interaksional tidak berpengaruh terhadap kinerja pegawai. Keadilan distributif dan keadilan procedural berpengaruh positif dan signifikan terhadap komitmen afektif namun keadilan Interaksional tidak berpengaruh terhadap komitmen afektif. Keadilan distributif, keadilan procedural dan keadilan interaksional berpengaruh positif dan signifikan terhadap komitmen berkelanjutan. Keadilan distributif dan keadilan Interaksional tidak berpengaruh terhadap komitmen normatif, keadilan procedural berpengaruh positif dan signifikan terhadap komitmen normatif. Komitmen afektif, komitmen berkelanjutan dan komitmen normatif berpengaruh positif dan signifikan terhadap kinerja pegawai. Komitmen afektif memediasi hubungan antara keadilan distributif dengan kinerja pegawai, komitmen berkelanjutan tidak memediasi hubungan antara keadilan procedural dengan kinerja pegawai, komitmen normatif tidak memediasi hubungan antara keadilan interaksional dengan kinerja pegawai.

Kata kunci: Keadilan distributif, Keadilan Prosedural, Keadilan Interkasional, Komitmen Afektif, Komitmen Berkelanjutan, Komitmen Normatif, Kinerja Pegawai.

SUMMARY

Employee commitment is one of the determining factors for the excellence of Government institutions in optimizing public services. This study aims to examine and analyze organizational commitment, namely affective commitment, continuing commitment, normative commitment in the relationship between organizational dimensions of justice, namely distributive justice, procedural justice, interactional justice on employee performance. There were 175 employees as respondents of the research of the Agricultural Human Resources Extension Development Agency of the Ministry of Agriculture in East Java. The sampling technique in the study used a probability sampling technique where the respondents had the same opportunity to be selected. The data collection method used a questionnaire. data analysis using the Partial Least Square (PLS).

The results of this study indicate that justice has a positive and significant effect on employee performance, but procedural justice and interactional justice have no effect on employee performance. Distribution justice and procedural justice have a positive and significant effect on affective commitment, but interactional justice has no effect on affective commitment. Distributive justice, procedural justice and interactional justice have a positive and significant effect on sustainable commitment. Distributive justice and interactional justice have no effect on normative commitment, procedural justice has a positive and significant effect on normative commitment. Affective commitment, commitment and normative commitment have a positive and significant effect on employee performance. Affective commitment mediates the relationship between distributive justice and employee performance, ongoing commitment does not mediate the relationship between procedural justice and employee performance, normative commitment mediates the relationship between interactional justice and employee performance.

Keyword: Distributive Justice, Prosedural Justice, Interactional Justice, affective commitment, continuance commitment, normative commitment, employe performance

