

INTISARI

Wahyurini, Respati. 2015. *Analisis Pengaruh Keadilan Prosedural Sistem pada Komitmen Kerja Karyawan Kontrak yang Dimediasi oleh Perceived Organizational Support (POS) di RSI Klaten*. Program Studi D-IV Analisis Kesehatan, Fakultas Ilmu Kesehatan, Universitas Setia Budi, Surakarta.

Penelitian tentang komitmen kerja sangat penting dilakukan karena karyawan merupakan salah satu aset yang dapat membantu berjalannya suatu organisasi. Mempertahankan karyawan dan menjaga komitmen kerja karyawan merupakan tugas penting bagi sebuah organisasi. Penelitian ini mengambil obyek karyawan kontrak. Beban kerja antara karyawan tetap dan karyawan kontrak sama namun imbalan yang didapat berbeda. Hal ini tentu berpengaruh pada komitmen kerja karyawan kontrak. Permasalahan ini sangat menarik untuk diteliti, sebagai bahan evaluasi kebijakan keadilan prosedural sistem di rumah sakit tersebut.

Desain penelitian yang digunakan adalah metode survey. Populasi dalam penelitian ini adalah karyawan kontrak di RSI Klaten. Teknik penyampelan yang digunakan adalah sensus. Yaitu sebanyak 101 responden. Data dianalisis menggunakan dengan menggunakan analisis regresi bertingkat (*hierarchycal regression*).

Hasil penelitian mendapati bahwa : (1) Keadilan prosedural sistem berpengaruh positif pada *Perceived Organizational Support* (POS). (2) Keadilan prosedural sistem berpengaruh positif pada komitmen kerja. (3) *Perceived Organizational Support* (POS) berpengaruh positif pada komitmen kerja. (4) *Perceived Organizational Support* (POS) memediasi sebagian/parsial (*partial mediation*) keadilan prosedural sistem pada komitmen kerja.

Kata kunci : Keadilan Prosedural Sistem, *Perceived Organizational Support* (POS), Komitmen Kerja.

ABSTRACT

Wahyurini, Respati. 2015. Analysis of Effect of the Procedural System Justice on Contract Employee's Commitment mediated by Perceived Organizational Support (POS) in Rumah Sakit Islam Klaten. Study Program D-IV Health Analyst, Faculty of Health Sciences, Universitas Setia Budi, Surakarta.

Research on work commitment is very important because the employee is one of assets that can help the passage of an organization. Maintaining employee and employee's commitment is an important task for an organization. This research took contract employees as the object. Workload between permanent employees and contract employees was equal yet different rewards obtained. This certainly affects the contract employee's commitment. This problem was very interesting to be examined as an evaluation of the Procedural System Justice in hospital.

The research design that be used was survey method. The population in this research was contract employees in Rumah Sakit Islam Klaten. Sampling technique that be used was the census, a number of 101 respondents. Data were analyzed using hierarchical regression analysis.

Results of the research found that: (1) Procedural System Justice positively effects on Perceived Organizational Support (POS). (2) Procedural System Justice positively influences on work commitments. (3) Perceived Organizational Support (POS) positively effects on work commitments. (4) Perceived Organizational Support (POS) mediates partial of the Procedural System Justice on work commitments.

Keywords: Procedural System Justice, Perceived Organizational support (POS), Work Commitments.