

INTISARI

Penelitian ini membahas mengenai pengaruh keadilan kompensasi yang terdiri dari keadilan internal dan eksternal terhadap komitmen organisasi yang meliputi komitmen *affective* dan *continuance* baik secara langsung maupun secara tidak langsung yang dipengaruhi oleh kepuasan kerja.

Populasi dalam penelitian ini adalah seluruh karyawan *outsourcing* di PT Bummy Harapan Umat (Buharum) yang terdiri dari enam divisi (petugas keamanan, kebersihan, taman, petugas pintu masuk, supir dan teknisi) dengan total berjumlah 129 orang, namun kuesioner yang terkumpul sebanyak 101 orang. Data dikumpulkan dengan metode survei yaitu dengan memberikan kuesioner secara langsung kepada responden. Teknik analisis dalam penelitian ini menggunakan analisis SEM (*Structural Equation Modelling*) yang dioperasikan melalui program AMOS 22.

Hasil penelitian menunjukkan bahwa keadilan internal dan eksternal kompensasi berpengaruh positif signifikan terhadap kepuasan kerja, keadilan internal dan eksternal kompensasi tidak signifikan terhadap komitmen *affective*, keadilan internal tidak signifikan namun keadilan eksternal berpengaruh positif signifikan terhadap komitmen *continuance*, kepuasan kerja berpengaruh positif signifikan terhadap komitmen *affective* dan *continuance* dan kepuasan kerja mempunyai pengaruh sebagai pemediasi keadilan internal dan eksternal kompensasi terhadap komitmen *affective* dan *continuance*.

Kata Kunci: Keadilan Internal Kompensasi, Keadilan Eksternal Kompensasi, Kepuasan Kerja, Komitmen *Affective*, Komitmen *Continuance*.

ABSTRACT

This study discusses about equity in compensation which consist external equity and internal equity towards organizational commitment which cover affective commitment and continuance commitment influenced either direct or indirect by employee satisfaction.

The populations in this research were all the outsourcing employee in PT Bummy Harapan Umat (Buharum) which consist six divisions (security guard, cleaning service, gardening, gate, driver and technician) with totaled 129 persons, however as many 101 questionnaires returned. Data analysis in this research using analysis of SEM (Structural Equation Modelling) which operated using AMOS 22 program.

The result in this research showed that internal and external equity compensation were positive significant effect on employee satisfaction, internal and external equity compensation were not significant to affective commitment, internal equity compensation were not significant however external equity compensation were positive significant to continuance commitment, job satisfaction were positive significant to affective and continuance commitment and employee satisfaction as a mediating influence of internal and external equity compensation to commitment affective and continuance.

Keywords: *Internal Equity Compensation, External Equity Compensation, Employee Satisfaction, Affective Commitment, Continuance Commitment.*