

## THE EFFECT OF ORGANIZATIONAL JUSTICE ON COMMITMENT EMPLOYEES AT UNIVERSITY X

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### ABSTRACT

This research aims to see whether organizational justice has an effect on employee commitment at University X. Sampling in this study uses probability sampling by means of simple random sampling, to employees at University X as many as 181 employees. Organizational justice in this study was measured using a Likert scale adapted by researchers from Luthans (2006). Organizational justice in this study was measured using a Likert scale adapted by researchers from George & Jones (2011). The hypothesis in this study was tested using a simple analytical technique with the help of the SPSS version 22 application. Organizational justice contributed 24.3% to employee commitment at University X, the remaining 75.7% was influenced by other factors not examined in this study. Based on the results of the research that has been done, it can be concluded that organizational justice has a significant effect, with a positive direction on employees at University X, in other words, the higher organizational justice applied at University X, the higher the commitment raised by employees in working at University X, the more the high level of commitment raised by employees in working at University X, Vice versa.

**Keywords:** Organizational Justice, Organizational Commitment, Employees.