BAB V

PENUTUP

5.1. Kesimpulan

Penelitian ini bertujuan untuk mengetahui adanya pengaruh Keadilan Organisasi (*Organizationa Justice*) terhadap komitmen organisasi (*Organizationa Commitment*) pada karyawan dalam *Coffeshop* yang ada di daerah Yogyakarta. Berdasarkan hasil pengolahan data dengan pengujian *SPSS for windows versi 26.0* dapat disimpulkan bahwa, Keadilan Organisasi (*Organizationa Justice*) berpengaruh positif terhadap Komitmen Organisasi (*Organizationa Commitment*). Hal ini menunjukan bahwa semakin tinggi keadilan dalam organisasi pada karyawan, maka semakin tinggi juga komitmen organisasi pada karyawan.

5.2. Implikasi Manajerial

Hasil penelitian yang dilakukan, diharapkan dapat menjadi sumber informasi yang dapat diterapkan oleh karyawan *Coffeshop* yang ada di daerah Yogyakarta. Hasil dari penelitian, *organizational justice* mempengaruhi *organizational commitment*. Artinya, rasa adil yang dirasakan karyawan mampu memberikan dampak positif terhadap meningkatnya komitmen organisasi. perusahaan yang dapat membangun

rasa adil yang baik terhadap karyawan akan mempengaruhi kinerja dan dan produktivitas yang dilakukan oleh karyawan.

Hasil analisis deskriptif yang telah dilakukan, ditemukan Keadilan Organisasi (*organizational justice*) pada pertayaan "Manajer saya menjelaskan dengan sangat jelas setiap keputusan yang dibuat tentang pekerjaan saya" mendapatkan nilai terrendah, hal ini dikarenakan masih kurangnya penjelasan dari manajer tentang pekerjaan yang akan dilakukan oleh karyawan dan karyawan merasa manajer kurang dalam memberikan keadilan dalam bekerja. Hal ini perlu diperhatikan perusahaan atau organisasi agar karyawan merasa diperhatikan dan tidak dibedakan dengan karyawan lainnya.

Hasil analisis deskriptif yang telah dilakukan, ditemukan Komitmen Organisasi (*organizational commitment*) pada pertayaan "Jika saya tidak menjadi anggota organisasi ini, saya akan merasa sedih karena itu mengganggu hidup saya" mendapatkan nilai terrendah, hal ini dikarenakan seorang karyawan akan merasa hidup mereka tidak akan terganggu karena masih banyak perusahaan yang akan menerima mereka sesuai dengan kemampuan karyawan tersebut. Hal ini perlu diperhatikan oleh perusahaan untuk bisa melihat kemampuan calon karyawannya.

5.3. Keterbatasan Penelitian

Penelitian ini terdapat beberapa kekurangan dalam penulisan, keterbatasan penelitian yang dialami oleh penulis adalah sebagai berikut:

1. Penelitian yang dilakukan hanya satu kali, sehingga menyebabkan jawaban yang diberikan kurang akurat.

2. Pengisian kuesioner oleh responden bersifat swakelola. yang bisa menyebabkan terjadinya bias pada jawaban yang diberikan responden.

3. Tidak adanya Variabel kontrol dalam pengisian kuesioner, sehingga peneliti sulit mendeteksi apakah kuesioner di isi dengan benar atau tidak.

5.4. Saran

Berdasarkan penelitian yang telah dilakukan, peneliti memberikan beberapa saran yang dapat digunakan untuk pengembangan penelitian selanjutnya yaitu, sebagai berikut:

1. Penelitian selanjutnya diharapkan dapat memperpanjang tahun periode amatan penelitian. Karena semakin lama tahun penelitian maka semakin baik hasil yang akan didapatkan.

2. Penelitian selanjutnya diharapkan bisa mempersiapkan kuesioner dengan meningkatkan kualitas pertanyaan yang ada dalam kuesioner agar bisa lebih mudah dipahami oleh responden.

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LAMPIRAN

Data karyawan *coffeshop*

No	Nama *Coffeeshop*	Jumlah Karyawan
1	*Le Travail Coffee*	5
2	*House Of Letravail*	8
3	*Hagia Coffe*e	6
4	Tugu Lor	2
5	28 *coffee*	2
6	Hitam Manis *Coffee*	1
7	Kupiku *Coffee*	2
8	Lumi *Coffee*	1
9	*Perdipe Coffee*	1
10	Seroepa *Coffee*	2
11	Loepa Lelah *Coffee*	2

Hasil Validitas
Organizational Justice

Correlations

		X.1	X.2	X.3	X.4	X.5	X.6	X.7	X.8	X.9	X.10	X.11	X.12	X.13	X.14	X.15	X.16	X.17	X.18	Total_X
X.1	Pearson Correlation	1	.877**	.812**	.750**	.786**	.661**	.778**	.710**	.722**	.854**	.810**	.700**	.773**	.763**	.745**	.839**	.908**	.786**	.902**
	Sig. (2-tailed)		0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X.2	Pearson Correlation	.877**	1	.790**	.775**	.862**	.697**	.750**	.633**	.752**	.829**	.835**	.738**	.802**	.795**	.728**	.860**	.884**	.826**	.912**
	Sig. (2-tailed)	0.000		0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X.3	Pearson Correlation	.812**	.790**	1	.753**	.655**	.592**	.710**	.615**	.818**	.670**	.694**	.792**	.710**	.876**	.667**	.811**	.825**	.743**	.852**
	Sig. (2-tailed)	0.000	0.000		0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X.4	Pearson Correlation	.750**	.775**	.753**	1	.816**	.622**	.748**	.645**	.761**	.738**	.793**	.697**	.861**	.708**	.756**	.705**	.845**	.803**	.872**
	Sig. (2-tailed)	0.000	0.000	0.000		0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X.5	Pearson Correlation	.786**	.862**	.655**	.816**	1	.695**	.814**	.757**	.779**	.812**	.873**	.699**	.898**	.726**	.784**	.816**	.838**	.849**	.915**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X.6	Pearson Correlation	.661**	.697**	.592**	.622**	.695**	1	.693**	.666**	.679**	.708**	.672**	.712**	.738**	.668**	.706**	.628**	.732**	.869**	.803**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X.7	Pearson Correlation	.778**	.750**	.710**	.748**	.814**	.693**	1	.586**	.759**	.742**	.751**	.694**	.823**	.667**	.836**	.834**	.816**	.795**	.873**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X.8	Pearson Correlation	.710**	.633**	.615**	.645**	.757**	.666**	.586**	1	.743**	.669**	.740**	.718**	.764**	.635**	.690**	.664**	.714**	.713**	.798**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X.9	Pearson Correlation	.722**	.752**	.818**	.761**	.779**	.679**	.759**	.743**	1	.629**	.814**	.807**	.782**	.827**	.702**	.805**	.782**	.779**	.878**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X.10	Pearson Correlation	.854**	.829**	.670**	.738**	.812**	.708**	.742**	.669**	.629**	1	.791**	.655**	.866**	.744**	.737**	.732**	.806**	.803**	.872**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X.11	Pearson Correlation	.810**	.835**	.694**	.793**	.873**	.672**	.751**	.740**	.814**	.791**	1	.683**	.821**	.760**	.816**	.855**	.813**	.816**	.906**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X.12	Pearson Correlation	.700**	.738**	.792**	.697**	.699**	.712**	.694**	.718**	.807**	.655**	.683**	1	.767**	.744**	.731**	.788**	.716**	.756**	.841**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32

X.13	Pearson Correlation	.773**	.802**	.710**	.861**	.898**	.738**	.823**	.764**	.782**	.866**	.821**	.767**	1	.779**	.832**	.775**	.831**	.828**	.926**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000	0.000	0.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X.14	Pearson Correlation	.763**	.795**	.876**	.708**	.726**	.668**	.667**	.635**	.827**	.744**	.760**	.744**	.779**	1	.690**	.762**	.775**	.757**	.861**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000	0.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X.15	Pearson Correlation	.745**	.728**	.667**	.756**	.784**	.706**	.836**	.690**	.702**	.737**	.816**	.731**	.832**	.690**	1	.833**	.770**	.789**	.871**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X.16	Pearson Correlation	.839**	.860**	.811**	.705**	.816**	.628**	.834**	.664**	.805**	.732**	.855**	.788**	.775**	.762**	.833**	1	.831**	.800**	.904**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X.17	Pearson Correlation	.908**	.884**	.825**	.845**	.838**	.732**	.816**	.714**	.782**	.806**	.813**	.716**	.831**	.775**	.770**	.831**	1	.865**	.933**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		0.000	0.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X.18	Pearson Correlation	.786**	.826**	.743**	.803**	.849**	.869**	.795**	.713**	.779**	.803**	.816**	.756**	.828**	.757**	.789**	.800**	.865**	1	.920**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		0.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Total_X	Pearson Correlation	.902**	.912**	.852**	.872**	.915**	.803**	.873**	.798**	.878**	.872**	.906**	.841**	.926**	.861**	.871**	.904**	.933**	.920**	1
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32

**. Correlation is significant at the 0.01 level (2-tailed).

Hasil Validitas

Organizational Commitment

Correlations

*. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Hasil Reliabilitas

Keadilan Organisasi (*Organizational Justice*)

Case Processing Summary

		N	%
Cases	Valid	32	100.0
	Excluded^a	0	.0
	Total	32	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.983	18

Komitmen Organisasi (*Organizational Commitment*)

Case Processing Summary

		N	%
Cases	Valid	32	100.0
	Excluded^a	0	.0
	Total	32	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.983	32

Descriptive

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Organizational Justice	32	23	72	54.41	12.186
Organizational Commitment	32	50	128	94.91	21.864
Valid N (listwise)	32				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X.1	32	1	4	3.13	.793
X.2	32	1	4	3.09	.818
X.3	32	1	4	3.03	.695
X.4	32	1	4	3.03	.861
X.5	32	1	4	2.97	.782
X.6	32	1	4	3.09	.777
X.7	32	1	4	2.91	.856
X.8	32	1	4	2.94	.759
X.9	32	1	4	2.97	.740
X.10	32	1	4	3.00	.762
X.11	32	1	4	3.00	.803
X.12	32	2	4	2.97	.647
X.13	32	1	4	3.03	.782
X.14	32	1	4	3.03	.740
X.15	32	2	4	3.09	.689
X.16	32	1	4	2.87	.751
X.17	32	1	4	3.06	.840
X.18	32	1	4	3.19	.738
Valid N (listwise)	32				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Y.1	32	2	4	3.25	.672
Y.2	32	2	4	3.22	.659
Y.3	32	2	4	2.97	.861
Y.4	32	1	4	2.69	.998
Y.5	32	1	4	2.97	.933
Y.6	32	1	4	2.84	.847
Y.7	32	1	4	2.91	.856
Y.8	32	1	4	3.00	.916
Y.9	32	1	4	2.88	.942
Y.10	32	1	4	3.13	.833
Y.11	32	1	4	2.91	.856
Y.12	32	1	4	3.00	.718
Y.13	32	1	4	3.00	.842
Y.14	32	1	4	2.91	.893
Y.15	32	2	4	3.06	.619
Y.16	32	1	4	2.84	.987
Y.17	32	1	4	3.03	.861
Y.18	32	2	4	2.81	.859
Y.19	32	1	4	2.75	.950
Y.20	32	1	4	2.88	.707
Y.21	32	1	4	2.81	.896
Y.22	32	2	4	3.28	.729
Y.23	32	1	4	2.94	.948
Y.24	32	1	4	2.81	1.030
Y.25	32	1	4	3.06	.840
Y.26	32	1	4	3.03	.782
Y.27	32	1	4	2.91	.818
Y.28	32	1	4	3.03	.740
Y.29	32	2	4	3.03	.647
Y.30	32	1	4	2.88	.976
Y.31	32	2	4	3.16	.767
Y.32	32	1	4	2.94	.914
Valid N (listwise)	32				

Uji Regresi Linear Sederhana

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.810a	.656	.644	13.041

a. Predictors: (Constant), Organizational Justice

ANOVAa

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	9716.551	1	9716.551	57.132	.000b
	Residual	5102.167	30	170.072		
	Total	14818.719	31			

a. Dependent Variable: Organizational Commitment

b. Predictors: (Constant), Organizational Justice

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.866	10.708		1.482	.149
	Organizational Justice	1.453	.192	.810	7.559	.000

a. Dependent Variable: Organizational Commitment