

ABSTRACT

MAYA FERVIANA; “THE IMPACT OF ORGANIZATIONAL JUSTICE ON SUBJECTIVE WELL-BEING AND ORGANIZATIONAL COMMITMENT (STUDY ON PT. X EMPLOYEE)”.

xiii + 85 pages + 2 figures + 17 tables

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Organizational commitment is defined as the degree to which a person strongly identifies with, and involvement a part of, the organization, which is marked by individual's participation to do something in achieving the organization's goals and values, as well as the individual willingness to join and maintaining his membership in the organization. This research aims to study the influence of organizational justice on organizational commitment, include both direct and indirect method that is through subjective well-being as the intervening variable in the PT. X work setting. The subjects in this research are 102 employees in PT. X. Based on the hypothesis test result through path analysis using AMOS program version 16,0, the study finds that the influence of organizational justice on the organizational commitment is direct without subjective well-being as the variable intervening.

Keyword: organizational commitment, organizational justice, subjective well-being
Bibliography: 62 (1974 – 2009)