

**PENGARUH KONFLIK HUBUNGAN DAN *LEADER MEMBER EXCHANGE*
TERHADAP KEADILAN ORGANISASI DENGAN PERSEPSI POLITIK
ORGANISASI SEBAGAI VARIABEL MEDIASI DAN KETERIKATAN
PEGAWAI SEBAGAI VARIABEL MODERASI
(Studi Empiris Pada Sekretariat Daerah Kepulauan Mentawai)**

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ABSTRAK

Penelitian ini bertujuan untuk menguji dan membuktikan pengaruh konflik hubungan dan *leader member exchange* terhadap keadilan organisasi dengan persepsi politik organisasi sebagai variabel mediasi dan keterikatan pegawai sebagai variabel moderasi. Populasi pada penelitian ini sebanyak 132 pegawai di Sekretariat Daerah Kabupaten Kepulauan Mentawai dan yang dapat diolah sebanyak 100 responden. Jenis data yang digunakan adalah data primer. Metode pengumpulan data yaitu dengan menyebarkan kuesioner. Alat analisis yang digunakan pada penelitian ini dengan software smart-PLS 3.3.3. hasil penelitian menunjukkan bahwa variabel konflik hubungan berpengaruh negatif terhadap keadilan organisasi, konflik hubungan tidak berpengaruh positif terhadap persepsi politik organisasi, *leader member exchange* berpengaruh positif terhadap keadilan organisasi, *leader member exchange* berpengaruh positif terhadap persepsi politik organisasi di sekretariat daerah kabupaten kepulauan mentawai. Namun politik organisasi tidak berpengaruh terhadap keadilan organisasi di sekretariat daerah kabupaten kepulauan mentawai, selanjutnya variabel persepsi politik organisasi tidak berpengaruh positif memediasi hubungan antara konflik hubungan terhadap keadilan organisasi di sekretariat daerah kabupaten kepulauan mentawai, persepsi politik organisasi tidak berpengaruh positif memediasi hubungan antara *leader member exchange* terhadap keadilan organisasi di sekretariat daerah kabupaten kepulauan mentawai dan keterikatan pegawai memperlemah hubungan antara konflik hubungan terhadap persepsi politik organisasi di sekretariat daerah kabupaten kepulauan mentawai.

Kata Kunci : konflik hubungan, leader member axchange, persepsi politik organisasi, keterikatan pegawai dan keadilan organisasi

**THE EFFECT OF RELATIONSHIP CONFLICT AND LEADER EXCHANGE
MEMBERS ON ORGANIZATIONAL JUSTICE WITH THE POLITICAL**

**PERCEPTION OF THE ORGANIZATION AS VARIABELS OF MEDIATION
AND EMPLOYEE ENGAGEMENT AS MODERATION VARIABLES
(Empirical Study at the Regional Secretariat of the Mentawai Islands)**

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ABSTRACT

This study aims to examine and prove the effect of relationship conflict and leader member exchange on organizational justice with perceptions of organizational politics as a mediating variable and employee engagement as a moderating variable. The population in this study were 132 employees at the Regional Secretariat of the Mentawai Islands Regency and those who could be processed were 100 respondents. The type of data used is primary data. The data collection method is by distributing questionnaires. The analytical tool used in this study with the smart-PLS 3.3.3 software. The results showed that the variable relationship conflict had a negative effect on organizational justice, relationship conflict had no positive effect on perceptions of organizational politics, leader member exchange had a positive effect on organizational justice, leader member exchange had a positive effect on perceptions of organizational politics in the regional secretariat of the Mentawai Islands district. However, organizational politics has no effect on organizational justice in the regional secretariat of the Mentawai Islands district, then the variable perception of organizational politics does not have a positive effect on mediating the relationship between relationship conflicts on organizational justice in the regional secretariat of the Mentawai Islands district, perceptions of organizational politics have no positive effect on mediating the relationship between leader member exchanges. on organizational justice in the regional secretariat of the Mentawai Islands district and employee engagement weakens the relationship between relationship conflicts and perceptions of organizational politics in the regional secretariat of the Mentawai Islands district.

Keywords: *relationship conflict, axchange leader member, perceptions of organizational politics, employee engagement and organizational justice*