

**Pengaruh Keadilan Organisasi dan Kepercayaan Organisasi Terhadap  
Komitmen Organisasi Dengan Kepuasan Kerja Sebagai Variabel Intervening  
(Studi : Dinas Pemberdayaan Masyarakat Dan Desa Kabupaten  
Dharmasraya)**

**Abstrak**

Komitmen organisasi telah diakui sebagai variabel penting bagi setiap organisasi baik di kalangan akademisi maupun praktisi. Namun hingga saat ini, faktor penentu perilaku komitmen organisasi masih dalam perdebatan. Tujuan dari penelitian ini adalah untuk menyelidiki pengaruh keadilan organisasi dan kepercayaan organisasi terhadap komitmen organisasi dengan kepuasan kerja sebagai variabel mediasi. Jumlah responden yang dapat digunakan dalam penelitian ini adalah 36 Aparatur Sipil Negara di Dinas Pemberdayaan Masyarakat dan Desa Kabupaten Dharmasraya. Hasil penelitian menunjukkan bahwa variabel kepercayaan organisasi berpengaruh positif dan signifikan terhadap komitmen organisasi. Adapun variabel keadilan organisasi berpengaruh positif dan signifikan terhadap kepuasan kerja, tetapi kepuasan kerja tidak memiliki pengaruh terhadap komitmen organisasi. Sehingga, kepuasan kerja tidak mampu memediasi hubungan antara keadilan organisasi dan komitmen organisasi dan juga hubungan antara kepercayaan organisasi dengan komitmen organisasi.

Kata kunci : Komitmen Organisasi, Keadilan Organisasi, Kepercayaan Organisasi, Kepuasan kerja

***The Effect of Organizational Justice and Organizational Trust on Organizational Commitment with Job Satisfaction as Intervening Variable***  
**(Study: Office of Community and Village Development, Dharmasraya District)**

***Abstract***

*The notion of organizational commitment as an important variable has been recognized either in academicians nor practitioners. However, determinants of organizational commitment were still debatable. The purpose of this study was to investigate the role of job satisfaction as mediating variable on the relationship between organizational justice, organizational trust and organizational commitment.. The numbers of usable respondents in this study were 36 employees at Office of Community and Village Development Dharmasraya regency, West Sumatera. The results of the study revealed that organizational trust had positive and significant effect on organizational commitment. The variable of organizational justice was found to have positive and significant effect on job satisfaction, but the results also demonstrated that job satisfaction was not considered to be a significant factor regarding the organizational commitment. Therefore, job satisfaction did not mediate the relationships between organizational justice and organizational trust in organizational commitment.*

***Keywords:*** *Organizational Commitment, Organizational Justice, Organizational Trust and Job Satisfaction*