

ABSTRACT

The increasing number of hospitals in the community provides the options of healthcare available to the community. Therefore, the leadership and the workers of the hospitals must collaborate to provide excellent services to their patients. The good relationship between the employers and the employees in the hospital, and also the justice will help improving the employees' organizational commitment to the hospital. This research aims to find out how the influences of leader member exchange (in-group member) and organizational justice on organizational commitment.

The research was conducted using multiple linear regression analysis with the help of SPSS 2 program. Samples of the research were 63 permanent employees as respondents using census method. Method of data collection was questionnaires distributed to 63 permanent employees of Bhakti Asih Hospital, Brebes.

Results of the analysis show that the variable leader member exchange (in-group member) has a positive influence on organizational commitment, and the variable organizational justice has a positive influence on organizational commitment, with coefficient of determination denotes the value Adjusted R Square of 0.633. The mentioned coefficient of determination shows that the leader member exchange (in-group member) and organizational justice contribute 63.3% in affecting organizational commitment, while 36.7% is affected by other variables.

Keywords: leader member exchange (in-group member), organizational justice, and organizational commitment