

ABSTRAK

Diska Rizkyana. (2026). Pengaruh *Employee Engagement*, *Self-Efficacy*, dan *Organizational Justice* Terhadap Komitmen Organisasi Pada Karyawan PT BPR Ekadharma Bhinaraharja. Skripsi. Program Studi Manajemen. Fakultas Ekonomi dan Bisnis. Universitas PGRI Madiun. Dosen Pembimbing (I) Dr. Karuniawati Hasanah, S.E., M.M. , Pembimbing (II) Hendra Setiawan, S.E., M.M.

Penelitian ini bertujuan untuk mengetahui pengaruh *employee engagement*, *self-efficacy*, dan *organizational justice* terhadap komitmen organisasi pada karyawan PT BPR Ekadharma Bhinaraharja. Fenomena rendahnya komitmen organisasi terlihat dari menurunnya persentase kategori "Baik" dan "Baik Sekali" pada penilaian kinerja karyawan periode 2021–2025, belum tercapainya target perusahaan, serta persepsi negatif terhadap *employee engagement*, *self-efficacy*, dan *organizational justice* berdasarkan hasil pra-survei. Penelitian ini menggunakan pendekatan kuantitatif dengan teknik pengumpulan data melalui penyebaran kuesioner kepada 94 responden menggunakan teknik sampling jenuh. Analisis data dilakukan dengan bantuan SPSS melalui uji validitas, reliabilitas, regresi linear berganda, dan uji t. Hasil dari penelitian ini adalah *employee engagement* berpengaruh signifikan terhadap komitmen organisasi, *self-efficacy* berpengaruh signifikan terhadap komitmen organisasi, dan *organizational justice* berpengaruh signifikan terhadap komitmen organisasi.

Kata Kunci: *Employee Engagement*, *Self-Efficacy*, *Organizational Justice*, Komitmen Organisasi

ABSTRACT

Diska Rizkyana. (2026). *The Influence of Employee Engagement, Self-Efficacy, and Organizational Justice on Organizational Commitment among Employees of PT BPR Ekadharma Bhinaraharja*. Thesis. Management Study Program, Faculty of Economics and Business, Universitas PGRI Madiun. Advisor (I): Dr. Karuniawati Hasanah, S.E., M.M. Advisor (II): Hendra Setiawan, S.E., M.M.

This study aims to analyze the influence of employee engagement, self-efficacy, and organizational justice on organizational commitment among employees of PT BPR Ekadharma Bhinaraharja. The phenomenon of low organizational commitment is reflected in the declining percentage of "Good" and "Excellent" categories in employee performance appraisals during the 2021–2025 period, unmet company targets, and negative perceptions of employee engagement, self-efficacy, and organizational justice based on pre-survey results. This study uses a quantitative approach with data collection techniques through questionnaires distributed to 94 respondents using a saturated sampling technique. Data analysis was conducted with the assistance of SPSS through validity, reliability, multiple linear regression, and t-tests. The results of this study show that employee engagement has a significant effect on organizational commitment, self-efficacy has a significant effect on organizational commitment, and organizational justice has a significant effect on organizational commitment.

Keyword : Employee Engagement, Self-Efficacy, Organizational Justice, Organizational Commitment.