

ABSTRAK

Studi ini menguji pengaruh *perceived organizational support* dan *organizational justice* terhadap *organizational cynicism* yang dimediasi oleh *organizational trust* pada PT. Garam (Persero). Pendekatan yang digunakan pada penelitian ini adalah pendekatan kuantitatif dengan menggunakan sampel sebanyak 135 responden dari 199 populasi karyawan pada kantor cabang Surabaya dan kantor pusat Sumenep PT. Garam (Persero). Teknik pengujian data yang digunakan dalam penelitian ini adalah Smart PLS 3.0.

Hasil penelitian ini menunjukkan bahwa *perceived organizational support* memiliki pengaruh negatif signifikan terhadap *organizational cynicism* dan *perceived organizational support* memiliki pengaruh positif signifikan terhadap *organizational trust*, lalu *organizational justice* memiliki pengaruh negatif signifikan terhadap *organizational cynicism* dan *organizational justice* memiliki pengaruh positif signifikan terhadap *organizational trust*, lalu *organizational trust* memiliki pengaruh negatif signifikan terhadap *organizational cynicism* dan *organizational trust* memediasi hubungan antara *perceived organizational support* dan *organizational cynicism*. Akan tetapi, *organizational trust* tidak memediasi hubungan antara *organizational justice* dan *organizational cynicism* dikarenakan hasil uji mediasi pada variabel tersebut tidak signifikan.

Kata kunci: *Perceived Organizational Support, Organizational Justice, Organizational Trust, Organizational Cynicism*

ABSTRACT

This study examines the effect of perceived organizational support and organizational justice on organizational cynicism mediated by organizational trust at PT. Garam (Persero). The approach used in this study is a quantitative approach by using a sample of 135 respondents from 199 employee populations at the Surabaya branch office and Sumenep head office PT. Garam (Persero). The data testing technique used in this study is Smart PLS 3.0.

The results of this study indicate that perceived organizational support has a significant negative influence on cynicism and perceived organizational support has a significant positive effect on organizational trust, then organizational justice has a significant negative influence on organizational cynicism and organizational justice has a significant positive effect on organizational trust, then organizational trusts have a significant negative influence on organizational cynicism and organizational trust mediates the relationship between perceived organizational support and organizational cynicism. However, organizational trust does not mediate the relationship between organizational justice and organizational cynicism because the mediation test results in these variables are not significant.

Keywords: Perceived Organizational Support, Organizational Justice, Organizational Trust, Organizational Cynicism