

## INTISARI

Penelitian ini bertujuan untuk mengetahui pengaruh kepuasan kerja, budaya organisasi, gaya kepemimpinan transformasional, *organizational justice*, komitmen organisasi, dan terhadap *whistleblowing intention*. Pengujian ini menggunakan *whistleblowing intention* sebagai variabel dependen, komitmen organisasi sebagai variabel mediasi, serta variabel kepuasan kerja, budaya organisasi, gaya kepemimpinan transformasional, *organizational justice* sebagai variabel independen. Sampel yang digunakan adalah aparatur DPMPT Gunungkidul, DPMPT Sleman, DPMPT Bantul, DPMP Kota Yogyakarta, DPMPT Kulonprogo, dan DPPM Provinsi DI. Yogyakarta. Penelitian ini menggunakan metode purposive sampling. Jenis data yang digunakan dalam penelitian ini adalah data primer. Berdasarkan proses penyebaran kuesioner yang dilakukan, diperoleh sampel 64 responden. Uji Hipotesis pada penelitian ini menggunakan analisis SEM (*structural equation modelling*) berbasis *variance* atau *partial least squares* dengan menggunakan aplikasi software SmartPLS V.3.2.8. Hasil penelitian menunjukkan bahwa keadilan distributif dan komitmen organisasi berpengaruh positif terhadap *whistleblowing intention* aparatur. Kepuasan kerja, budaya organisasi, gaya kepemimpinan transformasional dan keadilan prosedural tidak berpengaruh terhadap kinerja manajerial. Gaya kepemimpinan transformasional dan keadilan prosedural berpengaruh positif terhadap *whistleblowing intention* aparatur ketika dihubungkan dengan komitmen organisasi sebagai variabel mediasi.

Kata Kunci: Kepuasan Kerja, Budaya Organisasi, Gaya Kepemimpinan Transformasional, *Organizational Justice*, Komitmen Organisasi, Dan *Whistleblowing Intention*

## **ABSTRACT**

*This study discusses job satisfaction, organizational culture, transformational leadership styles, organizational justice, organizational commitment, and towards whistleblowing intention. This test uses whistleblowing intention as the dependent variable, organizational commitment as a mediating variable, as well as variables of job satisfaction, organizational culture, transformational leadership style, organizational justice as an independent variable. The samples used were the DPMPT Gunungkidul apparatus, Sleman DPMPT, Bantul DPMPT, Yogyakarta City DPMPT, Kulonprogo DPMPT, and DI Provincial DPPM. Yogyakarta. This research uses purposive sampling method. The type of data used in this study is primary data. Based on the process of distributing the questionnaire, a sample of 64 respondents was obtained. Hypothesis testing in this study uses SEM analysis (structural equation modeling) based on variance or partial least square using SmartPLS V.3.2.8 software application. The results showed distributed justice and positive organizational commitment towards whistleblowing apparatus intentions. Job satisfaction, organizational culture, transformational leadership style and procedural fairness do not oppose managerial performance. Transformational leadership style and procedural justice have a positive effect on whistleblowing intent compilation apparatus with organizational commitment as a mediating variable.*

*Keywords : Job Satisfaction, Organizational Culture, Transformational Leadership, Organizational Justice, Organizational Commitment, and Whistleblowing Intention.*