

Pengaruh Organizational Justice terhadap Employee Engagement

Octaviani Elga Fernandez

ABSTRAK

Penelitian ini membahas mengenai pengaruh *organizational justice* terhadap *employee engagement* pada karyawan. Variabel tergantung pada penelitian ini adalah *employee engagement*, sedangkan variabel bebas adalah *organizational justice* yang terdiri dari 3 dimensi, yaitu *distributif justice*, *prosedural justice* dan *interactional justice*. Penelitian ini memiliki tiga hipotesis. Hipotesis yang pertama, *distributif justice* memiliki pengaruh yang positif signifikan terhadap *employee engagement*. Kedua, *prosedural justice* memiliki pengaruh yang positif signifikan terhadap *employee engagement*. Ketiga, *interactional justice* memiliki pengaruh yang positif signifikan terhadap *employee engagement*. Subjek dalam penelitian ini berjumlah 159 orang. Skala yang digunakan dalam penelitian ini merupakan skala yang telah diadaptasi dari Colquitt (2001) untuk *organizational justice* dan Saks (2006) untuk *employee engagement*. Reliabilitas skala dalam penelitian ini adalah sebesar 0.828 dan reliabilitas skala engagement adalah sebesar 0.758. Pengujian hipotesis dilakukan dengan menggunakan analisis regresi berganda. Hasil analisis menunjukkan bahwa seluruh hipotesis dalam penelitian ini diterima. Diketahui nilai *standardized coefficients* (β) sebesar 0,262 untuk hubungan antara *distributif justice* dan *employee engagement*, 0.247 untuk hubungan antara *prosedural justice* dan *employee engagement* dan 0,430 untuk hubungan antara *interactional justice* dan *employee engagement*. Artinya terdapat pengaruh positif dan signifikan pada *organizational justice* dan *employee engagement*. Maka, semakin tinggi *organizational justice*, semakin tinggi pula *employee engagement*. Sebaliknya semakin rendah *organizational justice*, semakin rendah pula *employee engagement*.

Kata kunci: *organizational justice*, dimensi *organizational justice*, *distributif justice*, *prosedural justice*, *interactional justice*, *employee engagement*

The Influence of Organizational Justice toward Employee Engagement

Octaviani Elga Fernandez

ABSTRACT

This research discussed the influences of organizational justice toward employee engagement. The dependent variable in this research is employee engagement which contains of 3 dimensions, such as distributive justice, procedural justice and interactional justice. This research has three hypotheses. The first hypotheses is distributive justice. It has a significant positive influence toward employee engagement. The second is procedural justice. It has a significant positive influence toward employee engagement. The third is interactional justice. It has a significant positive influence toward employee engagement. The subjects of this research are 159 people. The measurement tools used for this research are the scale that has been adapted from Colquitt (2001) for organizational justice and Saks (2006) for employee engagement. The scale reliability in this research is 0.828 for organizational justice and 0.758 for employee engagement. In this research, multiple regression analysis is used in doing hypothesis trial. The result of the analysis shows that all hypotheses in this research are accepted. It is known that the value of standardized coefficients (β) is 0.262 for the relationship between distributive justice and employee engagement, 0.247 for the relationship between procedural justice and employee engagement and 0.430 for the relationship between interactional justice and employee engagement. It means there is a positive influence between organizational justice and employee engagement. Thus, the higher the organizational justice, the higher employee engagement will be. Conversely, the lower organizational justice, the lower the employee engagement will be.

Key words: organizational justice, dimensi on organizational justice, distributive justice, procedural justice, interactional justice, employee engagement.