

ABSTRAK

PENGARUH KEADILAN ORGANISASIONAL TERHADAP KINERJA KARYAWAN PT. JAEIL INDONESIA

Ester Devi Rias Anastasia
Universitas Sanata Dharma
Yogyakarta, 2017

Penelitian ini bertujuan untuk mengetahui pengaruh keadilan organisasional terhadap kinerja karyawan di PT. Jaeil Indonesia Cikarang, Bekasi. Sampel dalam penelitian ini adalah karyawan nonmanajerial dan berstatus karyawan tetap pada PT. Jaeil Indonesia Cikarang, Bekasi yang berjumlah 65 karyawan. Teknik pengambilan sampel menggunakan sampel purposive. Teknik pengumpulan data dengan kuesioner, dan wawancara. Analisis data menggunakan teknik analisis regresi sederhana. Hasil penelitian ini menunjukkan bahwa pengaruh keadilan organisasional tidak berpengaruh positif terhadap kinerja karyawan. Keadilan organisasional telah diterapkan dengan secara adil di dalam PT. Jaeil Indonesia dan telah diterapkan secara terus-menerus di dalam perusahaan.

Kata Kunci: keadilan organisasional, dan kinerja karyawan.

**THE INFLUENCE OF ORGANIZATIONAL JUSTICE ON EMPLOYEES'
PERFORMANCE OF PT. JAEIL INDONESIA**

Ester Devi Rias Anastasia

Sanata Dharma University

Yogyakarta, 2017

This research was aimed at assessing the influence of organizational justice towards employees' performance of PT. Jaeil Indonesia Cikarang, Bekasi. The sample of this research was non-managerial employees with permanent employee status in PT. Jaeil Indonesia Cikarang, Bekasi. The respondents were 65 employees. The sampling techniques was purposive sampling. The data gathering techniques were questionnaire and interview. The data analysis technique was simple regression technique. The result of this research shows that organizational justice does not has positive influence on employees' performance. Organizational Justice had been established fairly in PT. Jaeil Indonesia and has been applied continuously in the company.

Keywords: organizational justice, employees' performance