HUBUNGAN ANTARA KEADILAN ORGANISASI

DAN KEPUASAN KERJA KARYAWAN

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ABSTRAK

Penelitian ini bertujuan untuk menguji hubungan antara keadilan organisasi dengan kepuasan kerja karyawan. Karakteristik subjek pada penelitian ini adalah karyawan tetap di Jogjakarta dengan masa kerja minimal satu tahun. Subjek penelitian ini adalah 138 karyawan yang terdiri dari 81 subjek laki-laki dan 57 subjek perempuan. Instrumen penelitian ini menggunakan skala keadilan organisasi yang terdiri dari 42 item meliputi keadilan prosedural dengan reliabilitas $\alpha=0.875$, keadilan distributif dengan reliabilitas $\alpha=0.716$, dan keadilan interaksional dengan reliabilitas $\alpha=0.905$ serta skala kepuasan kerja yang terdiri dari 36 item dengan reliabilitas $\alpha=0.932$. Metode analisis data yang digunakan adalah *Pearson Product Moment* karena distribusi data normal. Hasil analisis menunjukkan bahwa terdapat hubungan positif dan signifikan antara keadilan prosedural (r=0.811, p=0.000), distributif (r=0.610, p=0.000) dan interaksional (r=0.736, p=0.000) dengan kepuasan kerja. Artinya, semakin tinggi keadilan prosedural, distributif dan interaksional yang dirasakan karyawan maka semakin tinggi pula kepuasan kerja karyawan. Sebaliknya, semakin rendah keadilan prosedural, distributif dan interaksional yang dirasakan karyawan maka semakin rendah pula kepuasan kerja yang dirasakan karyawan.

Kata kunci: Keadilan organisasi, kepuasan kerja, karyawan

THE CORRELATION BETWEEN ORGANIZATIONAL JUSTICE

AND JOB SATISFACTION OF EMPLOYEE

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ABSTRACT

The purpose of this study was to examined the correlation between organizational justice and job satisfaction of employee. The Characteristic of subject in this study was employees who have been working for more than a year in Jogjakarta. This study involved 138 employees, consisting of 81 men and 57 women. The instruments that used in this study were organizational justice scale which consist of 42 items included procedural justice with reliability α=0.875, distributive justice with reliability α=0.716, and interactional justice with reliability α=0.905 and also job satisfaction scale with reliability α=0.932. Statistical method that used to analyze this study was Pearson Product Moment due to normal data distribution. The results showed that there were positive and significant correlation between procedural (r=0.811, p=0.000), distributive (r=0.610, p=0.000) and interactional justice (r=0.736, p=0.000) and job satisfaction. Which mean that the higher procedural, distributive, and interactional justice that was perceived by employees, the higher level job satisfaction of employees. In the contrary, the lower procedural, distributive, and interactional justice that was perceived by employees, the lower level job satisfaction of employees.

Keywords: Organizational justice, job satisfaction, employee