

**HUBUNGAN ANTARA KEADILAN ORGANISASI DENGAN KINERJA  
PADA PRAMUNIAGA TOKO**

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**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui hubungan antara keadilan organisasi dengan kinerja pada pramuniaga. Hipotesis yang diajukan dalam penelitian ini adalah ada hubungan positif antara keadilan organisasi dengan kinerja pramuniaga. Subjek dalam penelitian ini adalah 105 orang pramuniaga toko yang telah lolos masa uji coba dan menjadi karyawan tetap. Reliabilitas skala keadilan organisasi diuji menggunakan teknik *Alpha* dari *Cronbach*. Skala keadilan prosedural memiliki koefisien *Alpha* sebesar 0.826, skala keadilan distributif memiliki koefisien *Alpha* sebesar 0.902, dan skala keadilan interaksional memiliki koefisien *Alpha* sebesar 0.885. Sedangkan reliabilitas skala kinerja diuji dengan melihat konsistensi antar penilai. Hasil perhitungan menunjukkan koefisien *Alpha* sebesar 0.649. berdasarkan hasil uji normalitas, data keadilan prosedural dan kinerja termasuk dalam distribusi normal. Sedangkan data keadilan distributif dan keadilan interaksional tidak termasuk dalam distribusi normal. Hasil uji linearitas menunjukkan bahwa keadilan prosedural memiliki hubungan yang linear dengan kinerja. Sedangkan keadilan distributif dan keadilan interaksional tidak memiliki hubungan yang linear dengan kinerja. Analisis data penelitian dilakukan menggunakan uji korelasi *product-moment* dari Pearson. Hasil korelasi antara keadilan prosedural dengan kinerja sebesar 0.217 dengan  $p = 0.013$  ( $p < 0.05$ ), yang berarti terdapat hubungan positif dan signifikan antara keadilan prosedural dengan kinerja.

Kata kunci: keadilan organisasi, kinerja, pramuniaga

**THE CORRELATION BETWEEN ORGANISATIONAL JUSTICE AND  
JOB PERFORMANCE OF THE SALESGIRLS**

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**ABSTRACT**

*The purpose of this Research was to understand the correlation between the organizational justice and the job performance of the salesgirls. The hypothesis proposed in this research was the positive correlation between organizational justice and job performance of the salesgirls. For this research, the subject was 105 salesgirls that has passed the training period and has been confirmed to be permanent employee in the organization. The Reliability of organizational justice scale was tested using Alpha technique by Cronbach. Alpha coefficient for procedural justice scale was 0.826, Alpha coefficient for distributive justice was 0.902, Alpha coefficient for interactional justice was 0.885. The reliability of job performance scale was tested by considering the consistency of the tester. Result shows that the Alpha coefficient was 0.649. However, based on normality test, the procedural justice data and the job performance data was normal. Whereas the distributive justice data and the interactional justice data was not normal. Furthermore, in the linearity test, the result shown that the procedural justice and job performance have a linear correlation while distributive justice and interactional justice do not have a linear correlation with performance. The data was analysed using the Pearson product-moment correlation technique. Based on this correlation test, the result shows that the correlation between procedural justice and job performance was 0.217 with  $p = 0.013$  ( $p < 0.05$ ), which means there are positive and significant correlation between procedural justice and job performance.*

*Key words : Organizational justice, job performance, salesgirl*