

ABSTRAK

Pengaruh Kontrak Psikologis dan Keadilan Distributif terhadap *Employee Engagement* yang Berdampak pada Keefektifan Kerja

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2016

Penelitian ini bertujuan untuk menguji apakah ada pengaruh kontrak psikologis dan keadilan distributif terhadap *employee engagement* yang berdampak pada keefektifan kerja. Jenis penelitian ini adalah *explanatory research* dengan menggunakan pendekatan kuantitatif. Subyek penelitian ini adalah karyawan-karyawan di tiga hotel di Yogyakarta berjumlah 120 responden. Data penelitian dianalisis menggunakan PLS - SEM (*Partial Least Squares-Structural Equation Modeling*). Hasil analisis menunjukkan bahwa kontrak psikologis dan keadilan distributif berpengaruh terhadap *employee engagement* dan *employee engagement* berpengaruh pada keefektifan kerja. Ketiganya memiliki nilai p values sebesar 0,000 dengan taraf signifikansi 0,05. Hal ini menunjukkan ketiga hipotesis dapat diterima. Berdasarkan hasil penelitian, perusahaan dapat meningkatkan keefektifan kerja dengan memperkuat tingkat *engagement* karyawan. Hal tersebut dapat diraih dengan memastikan terbentuknya kontrak psikologis yang baik serta menegakkan keadilan distributif.

Kata kunci: kontrak psikologis, keadilan distributif, *employee engagement*, keefektifan kerja.

ABSTRACT

The Influence of Psychological Contract and Distributive Justice towards Employee Engagement which Affects Work Effectiveness

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This research aims to examine the influence of psychological contract and distributive justice towards employee engagement which later affects work effectiveness. The type of this research is explanatory research by using quantitative approach. The subject of the research is the employees of three hotels in Yogyakarta with the total of 120 respondents. The data is analyzed by using PLS - SEM (Partial Least Squares-Structural Equation Modeling). The result shows that psychological contract and distributive justice influence employee engagement and employee engagement influences work effectiveness. All the three hypothesis have p values of 0,000 with the significancy of 0,05. This shows that all the hypothesis can be accepted. Based on the reseach's result, company can increase work effectiveness by strenghten the level of employee engagement. It can be achieved by ensuring a well-formed psychological contract and upholding distributive justice.

Keywords: psychological contract, distributive justice, employee engagement, work effectiveness