

**DESKRIPSI PERSEPSI KEADILAN ORGANISASI  
PADA DRIVER GO-JEK DI YOGYAKARTA  
(STUDI KUALITATIF FENOMENOLOGI)**

*Maria Ivena Amada Sari*

Fakultas Psikologi  
Universitas Sanata Dharma

**ABSTRAK**

*Penelitian ini bertujuan untuk mengeksplorasi gambaran persepsi keadilan organisasi pada mitra driver GO-JEK di Yogyakarta. Informan penelitian ini adalah 3 orang driver GO-JEK di Yogyakarta yang menjadikan GO-JEK sebagai profesi utamanya. Penelitian ini disusun dengan menggunakan desain penelitian kualitatif. Pengambilan data dilakukan dengan menggunakan teknik wawancara semi terstruktur. Analisis data dilakukan dengan menggunakan pendekatan fenomenologi deskriptif. Hasil penelitian menunjukkan bahwa driver memiliki persepsi bahwa mereka belum merasakan keadilan organisasi secara maksimal. Driver memiliki empat aspek utama yang membentuk persepsi keadilan organisasi. Lebih lanjutnya, penelitian ini berhasil menangkap hal-hal baru seperti: perbedaan operasionalisasi beberapa konsep keadilan, munculnya trigger penyusun informasi kunci pembentuk persepsi keadilan, alasan driver tetap bertahan dalam kondisi tidak adil, serta peran moral value pada penilaian keadilan.*

*Kata Kunci : Keadilan Organisasi, Driver GO-JEK*

**THE DESCRIPTION OF ORGANIZATIONAL JUSTICE PERCEPTION  
IN GO-JEK DRIVER IN YOGYAKARTA  
(A PHENOMENOLOGY STUDY)**

*Maria Ivena Amada Sari*

Faculty of Psychology  
Sanata Dharma University

**ABSTRACT**

*This study aimed to explore the perceptions of organizational justice on GO-JEK drivers in Yogyakarta. The informants of this study were 3 GO-JEK drivers in Yogyakarta who use GO-JEK as their main profession. This study was designed using a qualitative research design. Research's data is collected using semi-structured interview techniques. Data analysis was performed using a descriptive phenomenology approach. The results show that drivers have a unfair perception of their organizational justice experience as GO-JEK driver. Drivers have four main aspects that formulated the perception of organizational justice. Furthermore, this study managed to capture new things such as: differences in the operationalization of several concepts of organizational justice, the emergence of triggers that composite key information of a justice Perception's formation, the reason behind drivers that remain stay in unfair conditions, and the role of moral values in the assessment of justice*

**Keyword :** *Organizational Justice, Driver GO-JEK*