

ABSTRAK

Nugroho, M. A. 2026. Hubungan antara *Justice Sensitivity* dengan Perspektif Feminisme Liberal pada Karyawan Perusahaan Swasta. *Skripsi*. Yogyakarta: Psikologi, Fakultas Psikologi, Universitas Sanata Dharma.

Penelitian ini bertujuan untuk mengetahui hubungan antara dimensi-dimensi *justice sensitivity* dengan perspektif feminisme liberal pada karyawan perusahaan swasta di Indonesia. Hipotesis yang diajukan adalah terdapat hubungan yang signifikan antara keempat dimensi *justice sensitivity* dengan perspektif feminisme liberal. Subjek penelitian adalah 261 karyawan perusahaan swasta di Indonesia berusia 20–40 tahun dengan masa kerja minimal 3 bulan, yang dipilih menggunakan teknik *purposive sampling*. Penelitian ini menggunakan metode kuantitatif korelasional dengan desain *cross-sectional*. Instrumen yang digunakan adalah Skala *Justice Sensitivity* (JS) yang terdiri atas empat dimensi dengan reliabilitas *victim sensitivity* $\alpha = 0,870$, *observer sensitivity* $\alpha = 0,820$, *beneficiary sensitivity* $\alpha = 0,845$, dan *perpetrator sensitivity* $\alpha = 0,805$, serta Skala Perspektif Feminisme Liberal (PFL) dengan reliabilitas $\alpha = 0,915$. Kedua instrumen dikembangkan melalui konstruksi skala dan divalidasi melalui *expert judgement* dengan format Likert modifikasi 4 poin. Hasil analisis korelasi *Spearman's rho* menunjukkan bahwa keempat dimensi *justice sensitivity* berhubungan positif dan signifikan dengan perspektif feminisme liberal, yaitu *victim sensitivity* ($\rho = 0,766$), *observer sensitivity* ($\rho = 0,716$), *beneficiary sensitivity* ($\rho = 0,769$), dan *perpetrator sensitivity* ($\rho = 0,811$), dengan $p < 0,001$ pada keempat dimensi. Sebagai trait kepribadian yang relatif stabil, *justice sensitivity* berperan sebagai kondisi awal yang memudahkan karyawan menginternalisasi nilai-nilai kesetaraan perspektif feminisme liberal sebagai kerangka normatif dalam menilai situasi kerja. Meskipun hubungan keduanya bersifat resiprokal dan saling memperkuat, karyawan yang secara natural peka terhadap ketidakadilan cenderung lebih mudah menerima dan menghayati prinsip-prinsip kesetaraan yang ditawarkan feminisme liberal.

Kata kunci: *Justice sensitivity*, feminisme liberal, karyawan, perusahaan swasta.

ABSTRACT

Nugroho, M. A. 2026. The Relationship Between Justice Sensitivity and Liberal Feminism Perspectives Among Female Employees of Private Companies. *Thesis*. Yogyakarta: Psychology, Psychology Faculty, Sanata Dharma University.

This study aimed to examine the relationship between the dimensions of justice sensitivity and liberal feminism perspectives among female employees of private companies in Indonesia. The proposed hypothesis stated that there would be a significant relationship between all four dimensions of justice sensitivity and liberal feminism perspectives. The participants consisted of 261 female employees of private companies in Indonesia, aged 20–40 years, with a minimum work tenure of three months, who were selected using a purposive sampling technique. This study employed a quantitative correlational method with a cross-sectional design. The instruments used were the Justice Sensitivity (JS) Scale, which comprises four dimensions with reliability coefficients of $\alpha = 0.870$ for victim sensitivity, $\alpha = 0.820$ for observer sensitivity, $\alpha = 0.845$ for beneficiary sensitivity, and $\alpha = 0.805$ for perpetrator sensitivity, and the Liberal Feminism Perspective (LFP) Scale with a reliability coefficient of $\alpha = 0.915$. Both instruments were developed through scale construction, validated using expert judgment, and administered in a modified four-point Likert format. The results of Spearman's rho correlation analysis indicated that all four dimensions of justice sensitivity were positively and significantly related to liberal feminism perspectives, namely victim sensitivity ($\rho = 0.766$), observer sensitivity ($\rho = 0.716$), beneficiary sensitivity ($\rho = 0.769$), and perpetrator sensitivity ($\rho = 0.811$), with $p < .001$ for all dimensions. As a relatively stable personality trait, justice sensitivity serves as an initial disposition that facilitates female employees in internalizing the egalitarian values of liberal feminism as a normative framework for evaluating workplace situations. Although the relationship between the two constructs is reciprocal and mutually reinforcing, female employees who are naturally more sensitive to injustice are more likely to accept and internalize the principles of gender equality advocated by liberal feminism.

Keywords: Justice sensitivity, liberal feminism, female employees, private company.