

## INTISARI

Penelitian ini bertujuan untuk menguji Peningkatan komitmen Karyawan Puskesmas melalui kompensasi yang berkeadilan dengan kepuasan Kompensasi. Dalam pemberian kompensasi diperlukan keadilan baik secara distributif, prosedural, dan kepuasan Kompensasi. Populasi dalam penelitian ini adalah karyawan Puskesmas Kecamatan Tonjong dan Puskesmas Desa Kutamendala berjumlah 105 orang. Dari 105 kuisioner ini disebar dapat diolah. Dalam penelitian ini analisis data menggunakan SEM melalui program Amos.

Hasil penelitian menunjukkan keadilan distributif kompensasi, keadilan prosedural kompensasi berpengaruh signifikan terhadap komitmen karyawan sedangkan keadilan prosedural kompensasi tidak berpengaruh signifikan terhadap kepuasan kompensasi kemudian keadilan prosedural kompensasi berpengaruh signifikan terhadap komitmen karyawan dan kepuasaan kompensasi berpengaruh signifikan terhadap komitmen karyawan.

Kata kunci : keadilan distributif kompensasi, keadilan prosedural kompensasi, kepuasan kompensasi, komitmen karyawan

## ABSTRACT

This study aims to examine the increase of employee commitment in Puskesmas through equitable compensation with compensation satisfaction as an intervening variable. In the process compensation, its need distributive justice, procedural, and satisfaction compensation. The population in this study is employees in District Of Healthy Clinics and Health Centers of Tonjong, Kutamendala village with 105 people. This 150 questionnaires are distributed and processed. In this study, data were analyzed using SEM through Amos.

The results finding from this research is compensation distributive justice, procedural fairness compensation significantly influence to the employee commitment while procedural justice compensation is not significant influence on the compensation satisfaction. Procedural fairness of compensation significantly influence to the employee commitment and compensation satisfaction have significant effect to the employee commitment.

Keywords: *compensation distributive justice, procedural fairness of compensation, compensation satisfaction, employee commitment*