

ABSTRAK

Tujuan dari penelitian ini adalah untuk menganalisis pengaruh keadilan distributif karir dan keadilan prosedural karir terhadap perilaku retaliaasi pegawai non pns RSUP Dr. Sardjito dengan kepuasan kerja sebagai variable pemediasi. Data penelitian merupakan data primer diperoleh dengan menyebar questioner kepada Populasi sampel dibatasi 150 orang pegawai non pns RSUP Dr. Sardjito dengan data yang valid diolah sebanyak 120 orang dan dianalisis dengan Structural Equation Modelling (SEM) dengan hasil penelitian menunjukan bahwa baik keadilan distributif karir maupun keadilan prosedural karir tidak berpengaruh langsung terhadap perilaku retaliaasi, namun keadilan distributif karir maupun keadilan prosedural karir berpengaruh secara signifikan terhadap kepuasan kerja sedangkan kepuasan kerja secara signifikan berpengaruh baik secara langsung dan sebagai pemediasi baik keadilan distributif karir maupun keadilan prosedural karir terhadap perilaku retaliaasi. Penelitian ini diharapkan dapat digunakan baik secara praktis bagi pengelolaan pegawai non PNS di RSUP Dr. Sardjito maupun secara teoritis oleh peneliti lain

Kata kunci : keadilan distributif karir, keadilan prosedural karir, kepuasan kerja, perilaku retaliaasi.

ABSTRACT

The purpose of this research is to analyze the influence of career distributive equity and career procedural justice to the retaliation behavior of non-civil servant staff of Dr. Sardjito hospital with job satisfaction as a mediating variable. The research data is the primary data obtained by spreading the questioner to the population of the sample is limited to 150 non-civil servant. Sardjito with valid data was processed as many as 120 people and analyzed by Structural Equation Modeling (SEM) with the result of research indicate that both career distributive equity and career procedural justice have no direct effect to retaliation behavior, but career distributive equality and career procedural justice have a significant effect to Job satisfaction while job satisfaction is significantly influential both directly and as a mediator of both distributive justice career and career procedural justice toward retaliation behavior. This research is expected to be used both practically for non-civil servant management in Dr. Sardjito hospital and theoretically by other researchers

Keywords : distributive justice careers, procedural justice careers, job satisfaction, and retaliation behavior.