

ABSTRACT

This study aims to determine the effect of distributive and procedural justice on employee engagement with Islamic work ethics as a moderator at the Universitas Islam Riau (UIR).

The sampling technique used in this study is the census method, which is taking the entire population as a sample of the study. Based on the number of population then the sample in this study amounted to 171 respondents. The research variables consist of independent variables namely distributive justice and procedural justice, the dependent variable is the Employee Engagement, and the moderation variable is the work ethic of Islam. Data analysis in this study using hirearki regression analysis.

The results of this study prove Distributive Justice has a significant positive effect on Employee Engagement, Procedural Justice has a significant positive effect on Employee Engagement, Islamic Work Ethics Moderate the influence of Distributive Justice to Employee Engagement and Work Ethics of Islam moderate the influence of Procedural Justice on Employee Engagement.

*Keywords: Distributive Justice, Procedural Justice, Employee Engagement
And Islamic Work Ethics*

INTISARI

Penelitian ini bertujuan untuk mengetahui pengaruh keadilan distributif dan prosedural terhadap *employee engagement* dengan etika kerja Islam sebagai pemoderasi di Universitas Islam Riau (UIR).

Teknik pengambilan sampel yang digunakan dalam penelitian ini adalah metode sensus, yaitu suatu mengambil seluruh populasi sebagai sampel penelitian. Berdasarkan jumlah populasi maka sampel dalam penelitian ini sebesar 171 responden. Variabel penelitian terdiri dari variabel independen yaitu keadilan distributif dan keadilan prosedural, variabel dependen yaitu Employee Engagement, dan variabel moderasi yaitu etika kerja Islam. Analisis data dalam penelitian ini menggunakan analisis regresi hirarkhi.

Hasil penelitian ini membuktikan Keadilan Distributif berpengaruh positif signifikan terhadap *Employee Engagement*, Keadilan Prosedural berpengaruh positif signifikan terhadap *Employee Engagement*, Etika Kerja Islam memoderasi pengaruh Keadilan Distributif terhadap *Employee Engagement* dan Etika Kerja Islam memoderasi pengaruh Keadilan Prosedural terhadap *Employee Engagement*.

Kata Kunci : Keadilan Distributif, Keadilan Prosedural, *Employee Engagement* Dan Etika Kerja Islam