

INTISARI

Penelitian ini bertujuan untuk mengetahui pengaruh keadilan distributif dan prosedural terhadap *employee engagement* dengan modal sosial 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 modal sosial. Analisis data dalam penelitian ini menggunakan analisis regresi hirarki.

Hasil penelitian ini membuktikan Keadilan Distributif berpengaruh positif signifikan terhadap *Employee Engagement*, Keadilan Prosedural berpengaruh positif signifikan terhadap *Employee Engagement*, modal sosial memoderasi pengaruh Keadilan Distributif terhadap *Employee Engagement* dan modal sosial memoderasi pengaruh Keadilan Prosedural terhadap *Employee Engagement*.

Kata Kunci : Keadilan Distributif, Keadilan Prosedural, *Employee Engagement* Dan Modal Sosial

ABSTRACT

This study aims to determine the effect of distributive and procedural justice on employee engagement with social capital 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 social capital. 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, social capital Moderate the influence of Distributive Justice to Employee Engagement and social capital moderate the influence of Procedural Justice on Employee Engagement.

Keywords: Distributive Justice, Procedural Justice, Employee Engagement And Social Capital