

# **PENGARUH KEADILAN DISTRIBUTIF DAN PROSEDURAL KOMPENSASI TERHADAP KEPUASAN KERJA DAN KINERJA PERAWAT**

## **INTISARI**

Penelitian ini dilakukan di Puskesmas Kecamatan Lakea Kabupaten Buol Provinsi Sulawesi Tengah yang merupakan sarana kesehatan organisasi dilingkungan Kecamatan Lakea sebagai unsur pelaksana Pemerintah Daerah dalam bidang kesehatan. Tujuan penelitian ini adalah menganalisis pengaruh keadilan distributif dan prosedural kompensasi terhadap kepuasan kerja dan kinerja perawat. Jumlah populasi di Puskesmas Kecamatan Lakea Kabupaten Buol sebanyak 38 orang. Metode pengambilan sampel dalam penelitian ini menggunakan *total sampling*. Teknik pengumpulan data yang digunakan adalah dengan menggunakan kuesioner, dan teknik analisis data yang digunakan adalah SPSS. Hasil penelitian ini menunjukkan bahwa keadilan distributif, prosedural kompensasi, kepuasan kerja, berpengaruh positif dan signifikan terhadap kinerja perawat. Kepuasan kerja terbukti berpengaruh positif dan signifikan terhadap keadilan distributif, prosedural kompensasi, dan kinerja perawat di Puskesmas Kecamatan Lakea Kabupaten Buol Provinsi Sulawesi Tengah.

**Kata Kunci :** Keadilan distributif, prosedural kompensasi, kepuasan kerja, dan kinerja perawat.

# **THE EFFECT DISTRIBUTIVE PROCEDURAL JUSTICE OF COMPENSATION ON NURSE PERFORMANCE AND JOB SATISFACTION**

(Study on the Health Center Subdistrict Lakea Buol of Sulawesi Tengah  
Province)

## **Abstrak**

*This research was conducted at the Health Center in Lakea Subdistrict, Buol District, Central Sulawesi Province, which is an organizational health facility in the Lakea Subdistrict as an implementing element of the Regional Government in the health sector. The purpose of this study was to analyze the effect of distributive and procedural justice compensation on job satisfaction and nurse performance. The number of population in Lakea District Health Center in Buol District is 38 people. The sampling method in this study uses total sampling. Data collection techniques used were using a questionnaire, and the data analysis technique used was SPSS. The results of this study indicate that distributive justice, procedural compensation, job satisfaction, have a positive and significant effect on the performance of nurses. Job satisfaction proved to have a positive and significant effect on distributive justice, procedural compensation, and the performance of nurses at the Lakea District Health Center, Buol District, Central Sulawesi Province.*

**Keywords:** *distributive justice, procedural compensation, job satisfaction, and nurse performance.*