INTISARI

Penelitian ini adalah replikasi parsial dari penelitian sebelumnya yang dilakukan oleh Herminingsih (2017) tentang "*influence of the organizational justice and trust to the leaders on employee engagement with job satisfaction as intervening variable*". Kebaharuan dalam penelitian ini adalah spesifik variable pada keadilan organisasi seperti keadilan procedural dan penambahan *psychological empowerment* sebagai variabel independent. Obyek penelitian ini adalah SMA Muhammadiyah di Kota Yogyakarta, dan subyeknya adalah guru sebanyak 156 responden. Sedangkan teknik analsis data menggunakan SEM, dengan tools IBM SPSS dan AMOS. Hasil dari penelitian ini adalah *procedural justice* dan *psychological empowerment* berpengaruh positif dan signifikan terhadap *job satisfaction, psychological empowerment* dan *job satisfaction* berpengaruh positif dan signifikan terhadap *employee engagement*.

Kata kunci : *Psychological empowerment, procedural justice, job satisfaction, employee engagement*

ABSTRACT

This research was a partial replication of previous research conducted by Herminingsih (2017) on "influence of organizational justice and trust to the leaders on employee engagement with job satisfaction as intervening variables".The innovation of this research included specific variables in organizational justice such as procedural justice and the addition of psychological empowerment as an independent variable.Besides, the object of this reseach was Muhammadiyah senior high school in Yogyakarta with 156 teachers, respondents as research subject. In this study, the data analysis technique adopted SEM with IBM SPSS and AMOS tools. Moreover, the results of this research included procedural justice and psychological empowerment which had positive and significant effect on job satisfaction and psychological empowerment. Also, job satisfaction gave positive and significant effect towards employee engagement.

Keywords: Psychological empowerment, procedural justice, job satisfaction, employee engagement