

INTISARI

Penelitian ini bertujuan untuk meneliti hubungan antara variable Keadilan Distributif Kompensasi dan Keadilan Prosedural Kompensasi Berpengaruh dengan Employee Engagement dan Kinerja Karyawan. Penelitian ini juga menguji apakah Employee Engagement merupakan variable mediasi yang mempengaruhi hubungan antara Keadilan Distributif Kompensasi dan Keadilan Prosedural Kompensasi terhadap Kinerja. Hasil penelitian adalah Keadilan distributive kompensasi dan keadilan procedural kompensasi berpengaruh positif signifikan terhadap employee engagement. Keadilan distributif kompensasi berpengaruh signifikan terhadap kinerja karyawan, keadilan procedural kompensasi berpengaruh signifikan pada kinerja, employee engagement berpengaruh positif signifikan terhadap kinerja. Employee engagement secara signifikan memediasi pengaruh keadilan distributive kompensasi dan keadilan procedural terhadap kinerja, Kesimpulan dari penelitian ini yaitu employee engagement sangat berperan penting dalam memperkuat kinerja. Hal ini menunjukkan bahwa ketika keadilan distributif kompensasi, keadilan procedural kompensasi, dan employee engagement tinggi maka kinerja karyawan semakin meningkat terhadap perusahaan tempat mereka bekerja.

Kata Kunci: Keadilan Distributif, Keadilan Prosedural, Employee engagement dan Kinerja

ABSTRAK

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The purpose of this research are to know and analyze the influence of distributive justice compensation to employee engagement of PT. Ameya Livingstyle Indonesia, knowing and analyzing the effect of procedural fairness of compensation on employee engagement of PT. Ameya Livingstyle Indonesia, knowing and analyzing the influence of distributive justice compensation on the performance of employees of PT. Ameya Livingstyle Indonesia, knowing and analyzing the effect of procedural fairness of compensation on employee performance of PT. Ameya Livingstyle Indonesia, and know and analyze the influence of employee engagement on the performance of employees of PT. Ameya Livingstyle Indonesia. This research are 93 permanent employees of PT. Ameya Livingstyle Indonesia. Sampling technique using Purposive sampling is sampling method where the sample is taken based on certain criteria, which is only permanent employee of PT. Ameya Livingstyle Indonesia numbering 93 people. Data analysis method using Linear Regression Model *Structural Equation Model (SEM) AMOS* in this research is used to know and analyze impact. The results of the analysis is identified most respondents assess Distributive Justice Compensation Employees known PT. Ameya Livingstyle Indonesia, High (Mean 4.17). Identified most of the respondents judge Procedural Justice Compensation Employees remain PT. Ameya Livingstyle Indonesia, High (Mean 3.98). Known most respondents rate Employee Engagement Employees Employees permanent PT. Ameya Livingstyle Indonesia, Height (Mean 4.02). Known most respondents rate Employee Performance PT. Ameya Livingstyle Indonesia, Height (Mean 4.08). The results of the analysis show that Distributive Justice Equity significantly affects Employee Engagement Employees PT. Ameya Livingstyle Indonesia (value of probability t-count (0.000) <Level of Significant (0,05)), Procedural Justice Compensation has significant effect to Employee Engagement Employee PT. Ameya Livingstyle Indonesia (value of probability t-count (0.000) <Level of Significant (0,05)), Distributive Justice Compensation has significant effect to Employee Performance of PT. Ameya Livingstyle Indonesia (value probability t-count (0.040) <Level of Significant (0,05)), Justice Prosedural Compensation has a significant effect on Employee Performance Employees PT. Ameya Livingstyle Indonesia (probability value t-count (0,000) <Level of Significant

(0,05)). This can be interpreted, if the Justice Procedural Compensation increases, then Employee Performance Employees PT. Ameya Livingstyle Indonesia has increased, Employee Engagement has a simultaneous influence on Employee Performance Employees PT. Ameya Livingstyle Indonesia (probability value t-count (0,000) <Level of Significant (0,05)).

Keywords: Distributive Justice Compensation, Procedural Justice Compensation, Employee Engagement, Employee Performance.