

INTISARI

Penelitian ini bertujuan untuk menganalisis dan mengetahui bukti empiris mengenai pengaruh keadilan distributif kompensasi, keadilan procedural kompensasi dan komitmen afektif terhadap perilaku retaliasi karyawan di Puskesmas Kecamatan Mersam Kabupaten Batanghari Provinsi Jambi. Jumlah sampel pada penelitian ini 89 responden.

Teknik pengambilan sampel yang digunakan adalah *non-probability sampling* yaitu sampling jenuh dimana seluruh karyawan dijadikan sebagai sampel penelitian. Metode pengumpulan data menggunakan kuesioner yang disebar kepada seluruh responden yaitu karyawan Puskesmas Kecamatan Mersam Kabupaten Batanghari Provinsi Jambi terkait variabel keadilan distributif kompensasi, keadilan procedural kompensasi, komitmen afektif dan perilaku retaliasi.

Berdasarkan hasil uji t, variabel keadilan distributif kompensasi, keadilan procedural kompensasi dan komitmen afektif memiliki pengaruh yang signifikan terhadap perilaku retaliasi karyawan di Puskesmas Kecamatan Mersam Kabupaten Batanghari Provinsi Jambi.

Kata kunci: Keadilan Distributif Kompensasi, Keadilan Prosedural Kompensasi, Komitmen Afektif, Perilaku Retaliasi

ABSTRACT

This study aims to analyze and find out empirical evidence regarding the effect of distributive justice compensation, procedural justice compensation and affective commitment to employee retaliation behavior in Mersam District Health Center, Batanghari District, Jambi Province. The number of samples in this study were 89 respondents.

The sampling technique used is non-probability sampling, which is saturated sampling where all employees are used as research samples. The method of collecting data using a questionnaire distributed to all respondents, namely employees of the Mersam District Health Center, Batanghari District, Jambi Province, related to distributive justice compensation variables, procedural justice compensation, affective commitment and retaliation behavior.

Based on the results of the t test, distributive justice compensation variables, procedural justice compensation and affective commitment have a significant effect on employee retaliation in the Mersam District Puskesmas, Batanghari District, Jambi Province.

Keywords: Distributive Justice Compensation, Justice Procedural Compensation, Affective Commitment, Retaliation Behavior