

INTISARI

Penelitian ini bertujuan untuk menganalisis perbedaan pengaruh keadilan distributif kompensasi dan job insecurity terhadap kepuasan kerja berdasarkan status kepegawaiaan pada Dinas Pendidikan Pemuda dan Olahraga DIY. Teknik pengumpulan data menggunakan kuesioner dan teknik sampling yang digunakan adalah convenience sampling dengan 80 responden. Teknik analisis data yang digunakan berupa uji regresi linier berganda menggunakan variabel dummy yaitu status kepegawaiaan. Hasil penelitian ini menunjukkan keadilan distributif kompensasi berpengaruh positif terhadap kepuasan kerja, terdapat perbedaan pengaruh keadilan distributif kompensasi terhadap kepuasan kerja antara pegawai tetap dan pegawai kontrak. Job insecurity berpengaruh positif terhadap kepuasan kerja, terdapat perbedaan pengaruh job insecurity terhadap kepuasan kerja antara pegawai tetap dan pegawai kontrak.

Kata kunci: Keadilan Distributif Kompensasi, Job Insecurity, Kepuasan Kerja

ABSTRACT

The purpose this study was to analyze differences in the influence of distributive justice compensation and job insecurity on job satisfaction based by employment status in the department of education, youth and sports DIY. The data collection is done by distributing questionnaires and the samples in this study using convenience sampling with 80 respondents. Data analysis techniques using multiple linear regression tests with dummy variable of personnel status. The results of this research showed that distributive justice compensation positive impact on job satisfaction, there is a difference in the influence of justice distributive compensation to job satisfaction between permanent and contract employees. Job insecurity positive impact on job satisfaction, there is a difference in the influence of job insecurity to job satisfaction between permanent and contract employees.

Keywords: Distributive Justice Compensation, Job Insecurity, Job Satisfaction