

INTISARI

Penelitian ini bertujuan untuk menguji apakah pengaruh *budgetary goal characteristics* dalam hubungan antara keadilan prosedural dengan kinerja manajerial dan kepuasan kerja. Beberapa penelitian menemukan hubungan yang tidak konsisten antara keadilan prosedural dengan kinerja manajerial. Zulfikar dan Sri Murwanti (2006) menemukan bahwa keadilan prosedural berkorelasi positif dengan kinerja. Sementara Kanfer, et al. (1987) menemukan korelasinya sebaliknya. Wasisto dan Sholihin (2004) menyimpulkan ada beberapa variabel antara yang menghubungkan antara partisipasi dengan kepuasan kerja dan kinerja manajer.

Populasi sasaran dalam penelitian ini adalah para pejabat struktural (dekan, wakil dekan, ketua jurusan, sekretaris jurusan dan ketua lab). Peneliti berhasil mengumpulkan 100 kuesioner yang dibagikan kepada responden penelitian.

Hasil penelitian menunjukkan bahwa pertama, keadilan prosedural berpengaruh langsung terhadap kinerja manajerial. Kedua, keadilan prosedural memiliki dampak terhadap kinerja manajerial tanpa melalui *budgetary goal characteristics*. Ketiga, keadilan prosedural berpengaruh langsung terhadap kepuasan kerja. Keempat, keadilan prosedural memiliki dampak pada kepuasan kerja melalui *budgetary goal characteristics*.

Kata kunci : keadilan prosedural, kinerja manajerial, kepuasan kerja, *budgetary goal characteristics*.

ABSTRACT

This study aimed to test whether the effects of budgetary goal characteristics as procedural justice toward with managerial performance and job satisfaction. Several studies have found no consistent relationship toward procedural justice and managing performance. Zulfikar and Sri Murwanti (2006) found that procedural justice positively correlated with performance. While Kanfer, et al. (1987) found the opposite correlation. Wasisto and Sholihin (2004) concluded there was some intervening variable toward participation and job satisfaction and managerial performance.

Target population in this study is the structural officer (dean, vice dean, department chairman, secretary and chairman of the department lab). Researchers managed to collect 100 questionnaires distributed to respondents.

Results showed that first, procedural justice had a direct impact on managerial performance. Second, procedural justice has an impact on managerial performance without going through the budgetary goal Characteristics. Third, procedural justice had a direct impact on job satisfaction. Fourth, procedural justice has an impact on job satisfaction through budgetary goals Characteristics.

Keywords: procedural justice, managerial performance, job satisfaction, budgetary goal characteristics.