

HUBUNGAN KEADILAN PROSEDURAL DAN KOMITMEN AFEKTIF PADA KARYAWAN PEREMPUAN GENERASI Z DENGAN KEPUASAN KERJA SEBAGAI MEDIATOR

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Abstrak. Penelitian ini bertujuan untuk mengetahui hubungan keadilan prosedural dan komitmen afektif pada Karyawan Perempuan generasi Z dimediasi oleh kepuasan kerja. Penelitian dilakukan dengan menggunakan tiga skala yang disebarluaskan secara daring pada responden Gen Z kelahiran tahun 1995-2005, dengan masa kerja minimal 1 tahun. Komitmen afektif diukur dengan skala adaptasi dari *Three - Component Model of Commitment Scale* (Allen & Meyer, 1996). Keadilan prosedural diukur dengan skala berdasarkan enam aturan pokok keadilan prosedural oleh Leventhal (1980, dalam Colquitt, 2001). Kepuasan kerja diukur dengan skala versi pendek *Minnesota Satisfaction Questionnaire* (MSQ) yang dikembangkan oleh Weiss, Dawis, England, dan Lofquist (1967). Analisis menggunakan GLM Mediation Model terhadap 108 staff perempuan. Hasil uji hipotesis menemukan bahwa kepuasan kerja memediasi secara parsial dalam hubungan antara keadilan prosedural dengan komitmen afektif.

Kata kunci: Karyawan Perempuan, Generasi Z, Komitmen Afektif, Keadilan Prosedural, Kepuasan Kerja.

Abstract. This research aims to determine the relationship between procedural justice and affective commitment in generation Z female employees, mediated by job satisfaction. The research was conducted using three scales distributed online to Gen Z respondents born in 1995-2005, with a minimum work period of 1 year. Affective commitment was measured using an adaptation scale from the *Three - Component Model of Commitment Scale* (Allen & Meyer, 1996). Procedural justice is measured with a scale based on the six basic rules of procedural justice by Leventhal (1980, in Colquitt, 2001). Job satisfaction was measured with the short version of the *Minnesota Satisfaction Questionnaire* (MSQ) scale developed by Weiss, Dawis, England, and Lofquist (1967). Analysis using the GLM Mediation Model on 108 female staff. The results of hypothesis testing found that job satisfaction partially mediates the relationship between procedural justice and affective commitment.

Keywords: Female Employees, Generation Z, Affective Commitment, Procedural Justice, Job Satisfaction.