

## INTISARI

Penelitian ini bertujuan untuk mengeksplorasi hubungan antara *quiet quitting* dan *employee productivity* di MOI Group, dengan fokus pada potensi moderasi *Distributive justice*. Dengan 178 responden dari total 223 karyawan, studi ini menggunakan desain penelitian survei. Analisis data penelitian menggunakan analisis regresi linier, analisis regresi moderasi, dan analisis hirarki moderasi. Hasil penelitian ini menunjukkan adanya dampak negatif *quiet quitting* terhadap *employee productivity*. Selain itu penelitian ini juga menunjukkan bahwa *Distributive justice* mampu mampu memoderasi pengaruh dari *quiet quitting* terhadap *employee productivity*.

**Kata Kunci :** *Quiet quitting*, Produktivitas Kerja, *Distributive justice*.

## ABSTRACT

This study aims to explore the relationship between *quiet quitting* and *employee productivity* at MOI Group, with a focus on the potential moderation of *distributive justice*. With 178 respondents out of a total of 223 employees, this study employed a survey research design. Data analysis utilized linear regression analysis, moderation regression analysis, and hierarchical moderation analysis. The results of this study indicate a negative impact of *quiet quitting* on *employee productivity*. Furthermore, the research also demonstrates that *distributive justice* is capable of moderating the influence of *quiet quitting* on *employee productivity*.

**Keywords:** *Quiet quitting*, *Work Productivity*, *Distributive justice*.