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**Pengaruh Transparansi Gaji Terhadap Minat Melamar Kerja Dengan Persepsi Keadilan Sebagai Variabel
Mediasi: Studi Pada Pencari Kerja Di Indonesia**
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Universitas Gadjah Mada, 2026 | Diunduh dari http://etd.repository.ugm.ac.id/

ABSTRAK

Penelitian ini bertujuan menganalisis pengaruh transparansi gaji terhadap minat melamar kerja dengan persepsi keadilan sebagai variabel mediasi pada pencari kerja di Indonesia. Penelitian menggunakan pendekatan kuantitatif dengan desain survei eksperimental terhadap 305 mahasiswa tingkat akhir dan lulusan baru di Indonesia. Data dikumpulkan melalui kuesioner daring dan dianalisis menggunakan *Structural Equation Modeling–Partial Least Squares* (SEM-PLS). Penelitian menguji pengaruh transparansi gaji terhadap persepsi keadilan dan minat melamar kerja, pengaruh persepsi keadilan terhadap minat melamar kerja, serta peran mediasi persepsi keadilan.

Hasil penelitian menunjukkan bahwa transparansi gaji tidak berpengaruh signifikan terhadap persepsi keadilan maupun minat melamar kerja. Persepsi keadilan juga tidak terbukti memediasi hubungan antara transparansi gaji dan minat melamar kerja. Namun, persepsi keadilan memiliki pengaruh positif dan signifikan terhadap minat melamar kerja. Temuan ini menunjukkan bahwa persepsi terhadap keadilan organisasi lebih berperan dalam membentuk minat melamar kerja dibandingkan keberadaan informasi gaji pada lowongan pekerjaan.

Kata Kunci: Transparansi Gaji, Persepsi Keadilan, Minat Melamar Kerja, Pencari Kerja, Rekrutmen

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ABSTRACT

This study aims to examine the effect of salary transparency on job application intention with perceived fairness as a mediating variable among job seekers in Indonesia. A quantitative approach with an experimental survey design was employed, involving 305 respondents consisting of final-year university students and recent graduates. Data were collected through an online questionnaire and analyzed using Structural Equation Modeling–Partial Least Squares (SEM-PLS). The study investigated the direct effects of salary transparency on perceived fairness and job application intention, the effect of perceived fairness on job application intention, as well as the mediating role of perceived fairness and the differences between groups exposed to salary information and those who were not.

The findings reveal that salary transparency does not significantly affect perceived fairness or job application intention. Furthermore, perceived fairness does not mediate the relationship between salary transparency and job application intention. Nevertheless, perceived fairness has a positive and significant effect on job application intention. The group comparison analysis indicates that the relationship between perceived fairness and application intention remains consistent across both groups. These results suggest that job seekers place greater emphasis on their overall perception of organizational fairness than on the availability of salary information alone when evaluating employment opportunities.

Keywords: Salary Transparency, Perceived Fairness, Job Application Intention, Job Seekers, Recruitment