

ABSTRAK

Penelitian ini bertujuan untuk mengetahui apakah *Protestant Work Ethic* dapat memoderasi peran persepsi keadilan prosedural dan keadilan interaksional dalam penilaian kinerja terhadap kinerja tugas serta kinerja kontekstual.

Subyek penelitian adalah 150 tenaga kependidikan Universitas Kristen Duta Wacana Yogyakarta dengan *purposive sampling*. Penelitian dilakukan dengan pendekatan kuantitatif dan pengumpulan data dilakukan melalui 5 angket tertutup yang diadaptasi dari penelitian-penelitian sebelumnya. Analisis data dilakukan dengan menggunakan *Moderated Regression Analysis* dengan bantuan program aplikasi SPSS versi 21 *for windows*.

Hasil analisis menunjukkan bahwa *Protestant Work Ethic* sebagai *homologiser moderasi* yang potensial memperkuat peran persepsi keadilan prosedural dan keadilan interaksional dalam penilaian kinerja terhadap kinerja tugas dan kinerja kontekstual. Setiap faktor *Protestant Work Ethic* secara parsial memoderasi peran variabel independen terhadap variabel dependen.

Keywords: Keadilan Prosedural, Keadilan Interaksional, Penilaian Kinerja, *Protestant Work Ethic*, Kinerja Tugas, Kinerja Kontekstual

ABSTRACT

The goal of this research is to explore whether Protestant Work Ethic can moderate the role of the perception of procedural justice and interactional justice in the performance appraisal to the performance.

The subjects of this research are 150 education staff of Duta Wacana Christian University, Yogyakarta, measured by purposive sampling. Data collection is conducted through quantitative approach by utilizing research instrument in the form of five closed questionnaires measured in Likert scale, that is adapted from previous researches. The collected data are then analyzed by Moderated Regression Analysis based on SPSS version 21 for Windows application program.

The finding of the research reveals that Protestant Work Ethic is a homologizer moderation that potentially strengthens the role of the perception of procedural justice and interactional justice in the performance appraisal on task performance and contextual performance. Each dimension of Protestant Work Ethic is partially significant positive in moderating the role of independent variable on dependent variable.

Keywords: procedural justice, interactional justice, Performance Appraisal Protestant work ethic, task performance, contextual performance.