

INTISARI

Tujuan penelitian ini adalah untuk menganalisa keadilan distributif dan keadilan prosedural atas persepsi keadilan pegawai negeri sipil (PNS) sistem kompensasi PNS pada Pemerintah Provinsi DKI Jakarta yang diterapkan pada saat ini, beserta faktor-faktor yang mempengaruhi ketidakadilan yang dirasakan oleh PNS terkait dengan pengambilan kebijakan sistem kompensasi tersebut dan juga penerapannya. Pentingnya riset ini disebabkan karena ketidakadilan dalam sistem kompensasi yang ada telah menyebabkan demotivasi dan penurunan kinerja dari para PNS, yang akibatnya menurunkan kualitas pelayanan masyarakat. Penelitian dilakukan dengan menggunakan *sequential mixed method* yang dilakukan dengan menyebarkan kuesioner pada kelompok responden sejumlah 88 responden dari populasi PNS Pemerintah Provinsi DKI Jakarta. Sejumlah 88 responden yang merupakan sampel penelitian pada tahap awal untuk mendapatkan jawaban atas persepsi PNS mengenai tingkat keadilan pada pengambilan keputusan. Kuesioner juga disebar untuk mengetahui kondisi penerapan sistem kompensasi PNS yang saat ini sudah diterapkan pada Pemerintah Provinsi DKI Jakarta. Setelah penyebaran kuesioner, penelitian dilanjutkan dengan melakukan wawancara kepada beberapa sampel untuk mengetahui pandangan mereka secara lebih lanjut mengenai ketidak-adilan yang dirasakan. Berdasarkan hasil wawancara dapat diambil kesimpulan mengenai penyebab ketidak-adilan sistem kompensasi PNS pada Pemerintah Provinsi DKI Jakarta, untuk menghasilkan pandangan objektif mengenai bagaimana seharusnya sistem kompensasi diambil dan diterapkan.

Kata kunci: keadilan, keadilan distributif, keadilan prosedural, sistem kompensasi, PNS, Pemerintah Provinsi DKI Jakarta

Abstract

The objective of this research is to analyse the distributive and procedural justice on the civil servants' perception towards the currently applied compensation system in provincial government of DKI Jakarta, including the factors causing the perceived unfairness by the civil servants related to the compensation policy making and its implementation. The importance of this research is caused by the unfairness perceived in the currently implemented compensation system has demotivate the civil servants which in turn degrade their performances. This research performed using sequential mixed method which was performed by spreading questionnaires in the beginning to group respondent numbering 88 samples classified as the research sample from the population of provincial government of DKI Jakarta, to get the answer of the civil servants' perceived fairness in the decision making. The questionnaires also spread to understand the condition of implementation in the compensation system currently applied in the provincial government of DKI Jakarta. After questionnaire, the research was continued by doing interview to several samples to understand their further perception related to the perceived unfairness, so conclusion for the unfairness in the compensation system in the provincial government of DKI Jakarta can be made, to develop an objective view regarding on how the compensation system should be made and implemented. This research found that civil servants still perceive unfairness in both forms of procedural and distributive justice, both from the currently implemented compensation system which has yet to accommodate the compensation fairness based on employee's performance, and also the policy implementation which still contains subjectivity factor. Thus, it is expected that with this research result, the provincial government of DKI Jakarta could improve the currently implemented compensation system, by accommodating the perceived fairness of civil servants.

Keywords: fairness, distributive justice, procedural justice, compensation system, civil servants, provincial government of DKI Jakarta