

INTISARI

Penelitian ini bertujuan untuk menguji pengaruh keadilan organisasi terhadap turnover intention dengan kepuasan kerja sebagai variabel pemediasi di PT DM Baru Retailindo, sebuah perusahaan berbasis ritel yang berlokasi di Bantul. Dimensi keadilan organisasi yang dipelajari dalam penelitian ini adalah keadilan distributif dan keadilan prosedural. Penelitian ini dilakukan karena fakta bahwa PT DM Baru Retailindo saat ini menghadapi fenomena turnover. Tingkat turnover adalah 8,5% pada Desember 2017.

Penelitian sebelumnya telah menunjukkan bahwa turnover intention adalah penentu turnover yang paling langsung. Studi sebelumnya juga menunjukkan bahwa keadilan organisasi dan kepuasan kerja dapat memprediksi niat berpindah. Penelitian ini adalah pengujian hipotesis. Metode pengambilan sampel adalah non-probability sampling. Metode purposive diperoleh karena populasi yang ditargetkan terdiri dari karyawan dengan masa kerja melebihi satu tahun. Responden adalah 89 dari 195 kuesioner yang didistribusikan. Analisis data dalam penelitian ini meliputi uji validitas dan reliabilitas, statistik deskriptif, dan analisis regresi.

Hasil penelitian ini menunjukkan bahwa keadilan distributif dan prosedural berpengaruh negatif dan signifikan terhadap intensi turnover, sedangkan kepuasan kerja tidak memediasi hubungan antara keadilan distributif dan prosedural terhadap intensi turnover.

Kata kunci: Keadilan Organisasi, Turnover Intention, Kepuasan Kerja.

ABSTRACT

This study aims to examine the influence of organizational justice on turnover intention with job satisfaction as mediating variable in PT DM Baru Retailindo, a retail-based company located in Bantul. The dimensions of organizational justice being studied in this research are distributive justice and procedural justice. This study is carried out due to the fact that PT DM Baru Retailindo has currently been facing turnover phenomenon. The turnover rate was 8,5% as of December 2017. The turnover rate can be considered low. This research focuses on existing employees of PT DM Baru Retailindo, since it is hard to reach those employees who left the company.

Previous studies have demonstrated that turnover intention is the most direct determinant of turnover. Furthermore, previous studies also shown that organizational justice and job satisfaction can predict turnover intention. This study is hypothesis testing. Sampling method was non-probability sampling. Purposive method was obtained since the targeted population consisted of employees with working period exceeding one year. The respondents are 89 out of 195 questionnaires distributed. The data analysis in this study included validity and reliability test, descriptive statistic, and regression analysis.

The result of this study showed that both distributive and procedural justice has negative and significant influence on turnover intention, meanwhile job satisfaction does not mediate the relationship between both distributive and procedural justice on turnover intention

Keywords: Organizational Justice, Turnover Intention, Job Satisfaction