

Analisis Pengaruh Keadilan Prosedural, Distributif, dan Interaksional Terhadap Keseluruhan Keadilan serta Dampaknya pada Kepuasan Kerja, Komitmen Organisasional, dan Intensi *Turnover*

INTISARI

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Penelitian ini menguji pengaruh tiga persepsi keadilan spesifik (prosedural, distributif, dan interaksional) terhadap persepsi keadilan keseluruhan, serta dampaknya pada kepuasan kerja, komitmen organisasional, dan intensi *turnover*. Hubungan-hubungan pengaruh tersebut adalah replikasi dari model penelitian Ambrose dan Schminke (2009). Peneliti melakukan pengujian model ini terhadap 244 dari total 286 pegawai PT. Taman Wisata Candi Borobudur, Prambanan, dan Ratu Boko (Persero). Teknik pengolahan data menggunakan metode *Structural Equation Modeling* (SEM) dengan program AMOS v. 20. Hasil penelitian mengindikasikan bahwa tiga persepsi keadilan spesifik berpengaruh positif terhadap persepsi keadilan keseluruhan. Kemudian persepsi keadilan keseluruhan berpengaruh positif terhadap kepuasan kerja dan komitmen organisasional, tetapi memiliki pengaruh negatif terhadap intensi *turnover*.

Kata Kunci: Keadilan Keseluruhan, Keadilan Prosedural, Keadilan Distributif, Keadilan Interaksional, Kepuasan Kerja, Komitmen Organisasional, Intensi Turnover

Analysis of The Influence of Procedural, Distributive, and Interactional Justice Towards Overall Justice and It's Impacts To Job Satisfaction, Organizational Commitment, and Turnover Intention.

ABSTRACT

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This research examine the influence of three specific justice perception (procedural, distributive, and interactional) towards perceive of overall justice and it's impact towards job satisfaction, organizational commitment, and turnover intention. The research model replicate Ambrose and Shminke (2009)'s research model. Researcher tested these model at 244 of 286 total employees of PT. Taman Wisata Candi Borobudur, Prambanan, and Ratu Boko (Persero). The data processing techniques is Structural Equations Modeling (SEM) with AMOS v. 20 program. The results indicated the three specific justice perception has positive influence towards perceive of overall justice. Thus perceive of overall justice has positive influence towards job satisfaction and organizational commitment, yet has negative influence toward turnover intention.

Keywords: Overall Justice, Procedural Justice, Distributive Justice, Interactional Justice, Job Satisfaction, Organizational Commitment, Turnover Intention