

ABSTRAK

Penelitian ini bertujuan untuk menganalisi pengaruh keadilan prosedural terhadap kepuasan kerja, keadilan distributive, keadilan interaksional, kepuasan kerja, dan pengaruh kepuasan kerja terhadap kinerja SDM. Populasi yang digunakan pada penelitian ini adalah Swalayan Citra Simpang Ampek yang jumlah populasinya tidak diketahui. Sampel diambil sebanyak 100 responden dengan instrument penelitian berupa kuesioner. Analisis data menggunakan SPSS. Hasil penelitian ini menunjukkan *bawa* pengaruh keadilan prosedural terdapat hubungan yang erat antara keadilan prosedural dengan kepuasan kerja sedangkan keadilan distributive menunjukkan bahwa keadilan distributif tidak berpengaruh signifikan terhadap kinerja SDM. Keadilan interaksional ini lebih mengacu kepada tingkat kepercayaan, kejujuran selama melakukan interaksi, sedangkan kepuasan kerja menyatakan bahwa kepuasan kerja berpengaruh positif signifikan terhadap kinerja dan pengaruh kepuasan kerja terhadap kinerja SDM menunjukkan bahwa adanya pengaruh negatif antara kepuasan kerja terhadap kinerja SDM dikarenakan oleh faktor self-esteem.

Kata Kunci : Keadilan Prosedural, Keadilan Distributif, Keadilan Interaksional, Kepuasan Kerja, dan kinerja SDM



ABSTRACT

This study aims to analyze the effect of procedural justice on job satisfaction, distributive justice, interactional justice, job satisfaction, and the effect of job satisfaction on HR performance. The population used in this study is the Simpang Ampek Citra Supermarkets whose population is unknown. Samples were taken as many as 100 respondents with a research instrument in the form of a questionnaire. Data analysis using SPSS. The results of this study indicate that the effect of procedural justice has a close relationship between procedural justice and job satisfaction, while distributive justice shows that distributive justice does not have a significant effect on HR performance. This interactional justice refers more to the level of trust, honesty during interactions, while job satisfaction states that job satisfaction has a significant positive effect on performance and the effect of job satisfaction on HR performance shows that there is a negative influence between job satisfaction on HR performance due to self-esteem factors. .

Keywords: Procedural Justice, Distributive Justice, Interactional Justice, Job Satisfaction, and HR Performance

