

**THE INFLUENCE OF DISTRIBUTIVE COMPENSATION JUSTICE AND
PROCEDURAL COMPENSATION JUSTICE TO COMPENSATION SATISFIED
AND AFFECTIVE COMMITMENT TO OVERNIGHT NURSE IN THE GOVERNMENT
HOSPITAL**

**PENGARUH KEADILAN KOMPENSASI DISTRIBUTIVE DAN KEADILAN
KOMPENSASI PROSEDURAL TERHADAP KEPUASAN KOMPENSASI DAN
KOMITMEN AFEKTIF PADA PERAWAT RAWAT INAP DI RUMAH SAKIT
PEMERINTAH**

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ABSTRACT

Hospital is the integral part on whole of health service system and hospital constitute activity, which is full with compact finance capital and fully of compact creation. the nurse in which one of the biggest human resources on the hospital system. The job of nurse is more important be getting good server of healthy safe in the hospital activity, from the base of “biopsychosocialspiritual”. It refer from the burden consequence of nurse job, the nurse its need it some guarantee of secure, more guarantee from any consequence from the job of nurse. If the nurse is getting guarantee from any consequence its can make the nurse to be good commitment with the hospital where are the nurse work in this concerning is hospital. Which one of guarantee the nurse can get its on linear of distributive and procedural justice perceptions make more employed commitment and also make the hospital to be getting of major role on the whole of healthy service system.

Methodology this study is quantitative research linear though of statistics analysis it's come from questioner method, the other method it's regressi linear. On this method study we get respondent from the overnight nurse on Magelang central hospital and Muntilan central hospital, totally the respondent from the Magelang central hospital is 199 nurse's and from the Muntilan central hospital is 124 nurse's.

The result of this study is if the equitable of distributive and procedural justice perceptions it's work it have a significan effect to the compensation satisfied and commitment affective on the our hospital.

Keyword : distributive compensation justice, procedural compensation justice, compensation satisfied, commitment affective

INTRODUCTION

The hospital means a supply and delivery of health services covering a wide range of health problems. Based on the minister of health decree no. 986/menkes/per/II/1992 public hospital services in government health departemenets and local government, is classified into class type A, B, C, D and E. The nurse is one of the largest human resources in producing quality service health in hospital, for service rendered based approach to the bio-psycho-social-spiritual is a unique service and held for 24 hours and on an ongoing basis is its own advantages of a nurse than other service. Compensation is a reward or remuneration or service provided by the company on labor because labor has contributed their energy and thoughts for the betterment of the company in order to achieve the goals set. Fairness in awarding compensation greatly affect the performance of nurse. For the employee gets serious attention can cause a sense of satisfaction for themselves. With the high satisfaction of employesss, it will cause an increase in employee performance.

Talking about the fairness of the compensation received by nurse at the moment developing a national hot issue of the nursing profession, namely the issue of nursing service. If these issues are not addreeses properly by a professional party feared would efforts focused on patient care and the people who need health service, hindered the development of the hospital and to inhibit the development of nursing as a profession. Employee dissatisfaction againts the compensation will decrease the attractiveness of work nursing as a profession. Emploeyss dissatisfaction againts the compensation will decrease the attractiveness of work. satisfaction of compensation that can be realized with the implementation of the system of justice in compensation, will have an effect on the attitude and responsibility of the nurse. The nurse commitment have more meaning than loyalty due to their nurse or employees who have a strong commitment to the hospital will show their desire to leave power, responsibility and performance satisfactory to support the welfare and succes of the organization or the hospital.

According to Meyer, Ellen and Smith (1993) suggest that there are three components of organizational commitment that is affective, continuence and normative commitment. According Tjahjono (2010), affective commitment is a form of emotional attraction between employees and the organization as employee feel a commonality of values, emotional attachment and meaning to the organization, then the statement is reinforced by the nation that affective commitment is something desirable organization compared to the commitments of other, because the organization prefers forms of engagement with the organization because of the similarity of meaning with employees, in contrast to continuence commitment that is based on the rational for the consideration of gains and losses earned by the employee while normative commitment based solely on feeling of employees to remain in the organization.

RSUD Muntilan is a state hospital grade/type C. The hospital is able to provide medical services hospital for limited specialist doctor. The hospital also accomodate referral service of “puskesmas”. The hospital includ a large hospital, RSUD Muntilan provided 208 in patients bed, more than the hospital in central java provided on average of 56 places. RSUD Tidar Magelang. state hospital is class/type B. The hospital is able to provide

services of medical for limited doctor specialist and subspecialist . the hospital also accomodates referral from the district hospital. This hospital is so big, there are 234 inpatients bed, more than any hospital in central java, which provided on average of 56 patients bed

MATERIAL AND METHODS

Methodology this study is quantitative research linear though of statistics analysis it's come from questioner method, the other method it's regresi linear. On this method study we get respondent from the overnight nurse on Magelang central hospital and Muntilan central hospital, totally the respondent from the Magelang central hospital is 199 nurse's and from the Muntilan central hospital is 124 nurse's.

RESULT AND DISCUSSION

Specific picture the result of questionnaires for **RSUD MUNTILAN**

- Distributive compensation justice

Kode Responden	Sangat Tidak Setuju	Tidak Setuju	Netral	Setuju	Sangat Setuju
V1	1	11	7	102	3
V2	3	5	8	105	3
V3	1	8	8	104	3
V4	1	6	7	107	3
Jumlah	6	30	30	418	12

- Prosedural compensation justice

Kode Responden	Sangat Tidak Setuju	Tidak Setuju	Netral	Setuju	Sangat Setuju
V5	7	7	29	69	12
V6	7	6	26	73	12
V7	6	8	29	71	10
V8	7	7	29	69	12
V9	4	5	29	73	13
V10	5	7	29	72	11
V11	4	6	29	73	12
Jumlah	40	46	200	500	82

- Satisfied compensation

Kode Responden	Sangat Tidak Setuju	Tidak Setuju	Netral	Setuju	Sangat Setuju
V19	1	10	10	102	1
V20	1	7	9	104	3
V22	1	4	16	101	2
V23	2	5	11	103	3
V24	1	4	9	107	3
Jumlah	6	30	55	517	12

- Affective commitment

Kode Responden	Sangat Tidak Setuju	Tidak Setuju	Netral	Setuju	Sangat Setuju
V12	1	5	13	102	3
V13	0	5	13	102	4
V14	1	4	16	101	2
V15	2	6	14	100	2
V16	2	5	14	102	1
V18	2	5	14	103	0
Jumlah	8	30	84	610	12

Specific picture the result of questionnaires for **RSUD Tidar Magelang**

- Distributive compensation justice

Kode Responden	Sangat Tidak Setuju	Tidak Setuju	Netral	Setuju	Sangat Setuju
V1	2	11	12	168	6
V2	2	12	13	167	5
V3	3	12	11	169	4
V4	3	13	12	167	4
Jumlah	10	48	48	671	19

- Procedural compensation justice

Kode Responden	Sangat Tidak Setuju	Tidak Setuju	Netral	Setuju	Sangat Setuju
V5	10	19	44	108	18
V6	9	12	45	114	19
V7	10	17	42	112	18
V8	8	8	45	118	20
V9	9	7	49	114	20
V10	9	9	43	116	22
V11	9	2	52	118	18
Jumlah	64	74	320	800	135

- Satisfaction compensation

Kode Responden	Sangat Tidak Setuju	Tidak Setuju	Netral	Setuju	Sangat Setuju
V19	2	4	19	172	2
V20	2	10	18	166	3
V22	2	13	16	163	5
V23	1	11	18	164	5
V24	3	10	17	165	4
Jumlah	10	48	88	830	19

- Affective commitment

Kode Responden	Sangat Tidak Setuju	Tidak Setuju	Netral	Setuju	Sangat Setuju
V12	1	6	39	150	3
V13	2	5	31	157	4
V14	3	7	19	168	2
V15	2	12	15	166	4
V16	2	7	15	172	3
V18	3	11	16	166	3
Jumlah	13	48	135	979	19

1. Multiple linear regression analysis for RSUD Muntilan
 - a. Path analyze

To determine the influence of distributive compensation justice (X1), procedural compensation justice (X2), has a significant effect on customer satisfaction (Y1) and affective commitment employees (Y2) used multiple linear regression analysis.

	Distributive compensati on justice X1	Prosedural compensati on justice X2	Satisfaction compensati on Y1	Affective commitmen t Y2
STS	6	40	6	8
TS	30	46	30	30
N	30	200	55	84
S	418	500	517	610
SS	12	82	12	12

1. Formulate for hypothesis and structural aquation for model 1

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	1.000 ^a	1.000	1.000	.056	1.000	2.860E7	3	1	.000

a. Predictors: (Constant), KEP. KOMP, KOMP. PROSEDUR, KOMP. DISTRIBUTIF

b. Dependent Variable: KOMIT. AFEKTIF

ANOVA^b

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	269556.797	3	89852.266	2.860E7	.000 ^a
	Residual	.003	1	.003		
	Total	269556.800	4			

a. Predictors: (Constant), KEP. KOMP, KOMP. PROSEDUR, KOMP. DISTRIBUTIF

b. Dependent Variable: KOMIT. AFEKTIF

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.879	.113		34.339	.019
	KOMP. DISTRIBUTIF	-1.459	.012	-1.003	-124.921	.005
	KOMP. PROSEDUR	-.037	.002	-.028	-21.072	.030
	KEP. KOMP	2.388	.011	2.028	219.610	.003

a. Dependent Variable: KOMIT. AFEKTIF

2. Formulate for hypothesis and structural equation for model 2

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	1.000 ^a	1.000	1.000	3.646	1.000	7316.410	2	2	.000

a. Predictors: (Constant), KOMP. PROSEDUR, KOMP. DISTRIBUTIF

b. Dependent Variable: KEP. KOMP

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	194487.418	2	97243.709	7316.410	.000 ^a
	Residual	26.582	2	13.291		
	Total	194514.000	4			

a. Predictors: (Constant), KOMP. PROSEDUR, KOMP. DISTRIBUTIF

b. Dependent Variable: KEP. KOMP

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-9.542	2.909		-3.280	.082
	KOMP. DISTRIBUTIF	1.073	.033	.869	32.283	.001
	KOMP. PROSEDUR	.156	.031	.137	5.092	.036

a. Dependent Variable: KEP. KOMP

3. Path analyze for RSUD TIDAR MAGELANG

a. path analysis

Tabel 1
Variabel Penelitian

	Distributive compensati on justice X1	Procedural compensati on justice X2	Compensati on satisfaction Y1T	Affective commitmen t Y2T
STS	10	64	10	13
TS	48	74	48	48
N	48	320	88	135
S	671	800	830	979
SS	19	135	19	19

1. Formulate for hypothesis and structural aquation for model 1

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	1.000 ^a	1.000	1.000	.124	1.000	1.515E7	3	1	.000

a. Predictors: (Constant), KEP. KOMP, KOMP. PROSEDUR, KOMP. DISTRIBUTIF

b. Dependent Variable: KOMIT. AFEKTIF

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	694372.785	3	231457.595	1.515E7	.000 ^a
	Residual	.015	1	.015		
	Total	694372.800	4			

a. Predictors: (Constant), KEP. KOMP, KOMP. PROSEDUR, KOMP. DISTRIBUTIF

b. Dependent Variable: KOMIT. AFEKTIF

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.948	.240		24.745	.026
	KOMP. DISTRIBUTIF	-1.456	.015	-1.002	-95.196	.007
	KOMP. PROSEDUR	-.033	.002	-.025	-14.450	.044

KEP. KOMP	2.381	.014	2.024	167.495	.004
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a. Dependent Variable: KOMIT. AFEKTIF

2. Formulate for hypothesis and structural equation for model 2

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	1.000 ^a	1.000	1.000	6.148	1.000	6632.378	2	2	.000

a. Predictors: (Constant), KOMP. PROSEDUR, KOMP. DISTRIBUTIF

b. Dependent Variable: KEP. KOMP

X1	.566	.039	.463	14.368	.005
X2	.389	.023	.538	16.696	.004

a. Dependent Variable: Y1T

CONCLUSION AND RECOMENDATION

a. Conclusion

1. There is a significant relationship between distributive compensation justice to the satisfaction compensation
2. There is a significant relationship between procedural compensation justice to the satisfaction compensation
3. There is a significant relationship between compensation distributive justice and procedural compensation justice againts affective commitment
4. There is a significant relationship between satisfaction compensation with affective commitment

b. rekomendasi

1. it is expected that there will be more research on the issue of compensation to the compensation satisfaction and affective commitment
2. it is expected that there is a similar study that examines the compensation of distributive justice, procedural justice compensation againts compensation satisfaction and affective commitment in private hospital.

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