

INTISARI

Penelitian ini bertujuan untuk menganalisis Pengaruh Keadilan Distributif Kompensasi dan Keadilan Prosedural Kompensasi terhadap Kepuasan Kompensasi dan Kinerja Karyawan pada Universitas Muhammadiyah Yogyakarta. Subjek penelitian ini adalah karyawan tetap Universitas Muhammadiyah Yogyakarta yang terletak di Jl. Ring Road Barat, Tamantirto, Kasihan, Bantul, Daerah Istimewa Yogyakarta 55184. Dalam penelitian ini sampel kuesioner berjumlah 135 responden dengan metode *purposive sampling*. Alat analisis yang digunakan adalah *Structural Equation Modeling* (SEM) yang dioperasikan melalui program AMOS 22.

Berdasarkan analisis yang telah dilakukan diperoleh hasil bahwa keadilan distributif kompensasi berpengaruh signifikan terhadap kepuasan kompensasi, keadilan prosedural kompensasi berpengaruh signifikan terhadap kepuasan kompensasi, kepuasan kompensasi berpengaruh signifikan terhadap kinerja.

Kata kunci : Keadilan Distributif Kompensasi, Keadilan Prosedural Kompensasi, Kepuasan Kompensasi dan Kinerja.

ABSTRACT

This study aims to analyze the Effect of Distributive Justice Compensation and Procedural Justice Compensation to Satisfaction Compensation and Employee Performance at the University of Muhammadiyah Yogyakarta. The subject of this research is permanent employee of Muhammadiyah University of Yogyakarta which is located at Jl. Ring Road Barat, Tamantirto, Kasihan, Bantul, Daerah Istimewa Yogyakarta 55184. In this study, the sample of questionnaires amounted to 135 respondents with purposive sampling method. Analysis tool used is Structural Equation Modeling (SEM) which is operated through AMOS 22 program.

Based on the analysis that has been done, it is found that distributive equity of compensation has a significant effect on the satisfaction of compensation, the procedural justice of compensation has a significant effect on the compensation satisfaction, the compensation satisfaction has a significant effect on the performance.

Keywords: Distributive Justice Compensation, Procedural Justice Compensation, Compensation and Performance Satisfaction.