

**PENGARUH KEADILAN ORGANISASI TERHADAP *TURNOVER INTENTION* DENGAN KEPUASAN KERJA SEBAGAI MEDIASI
(STUDI KASUS: KARYAWAN BPD DIY SYARIAH)**

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis peran kepuasan kerja sebagai mediasi hubungan antara keadilan organisasi terhadap *turnover intention*. Objek penelitian ini yaitu karyawan BPD DIY Syariah. Teknik pengambilan sampel menggunakan teknik *nonprobability sampling* dengan pengambilan sampel berdasarkan sampel jenuh, karena tidak adanya kriteria khusus dalam penelitian ini. Data yang dikumpulkan melalui kuesioner yaitu sebanyak 39 responden karyawan BPD DIY Syariah. Data yang diperoleh kemudian dianalisis dengan teknik analisis *Partial Least Square* dan untuk pengujian hipotesis menggunakan aplikasi SmartPLS 3.0. Hasil dari penelitian ini menunjukkan bahwa kepuasan kerja memediasi secara penuh pengaruh keadilan organisasi terhadap *turnover intention*.

Kata Kunci: Keadilan Organisasi, Kepuasan Kerja, *Turnover Intention*, BPD DIY Syariah.

**THE EFFECT OF ORGANIZATIONAL JUSTICE ON TURNOVER
INTENTION WITH WORK SATISFACTION AS A MEDIATION
(CASE STUDY: EMPLOYEE BPD DIY SYARIAH)**

ABSTRACT

This study aims to examine and analyze the role of job satisfaction as a mediation of the relationship between organizational justice and turnover intention. The object of this research is the DIY Syariah BPD employees. The sampling technique uses nonprobability sampling techniques with sampling based on saturated samples because there are no specific criteria in this study. Data collected through questionnaires are as many as 39 respondents of DIY Syariah BPD employees. The data obtained were then analyzed by Partial Least Square analysis techniques and for hypothesis testing using the SmartPLS 3.0 application. The results of this study indicate that organizational justice has a positive effect on job satisfaction, job satisfaction has a negative effect on turnover intention, job satisfaction mediates in full the influence of organizational justice on turnover intention.

Keywords: Organizational Justice, Job Satisfaction, Turnover Intention, DIY Syariah BPD.