

ABSTRAK

Tujuan dari penelitian ini adalah untuk menganalisis pengaruh keadilan distributif dan keadilan prosedural terhadap kinerja dengan employee engagement sebagai variabel mediasi di RSUD Kabupaten Belitung Timur. Penelitian dilakukan pada tenaga medis dan paramedis RSUD Kabupaten Belitung Timur. Sampel yang diambil sebanyak 160 responden

Pengambilan sampel dalam penelitian ini menggunakan purposive random sampling. Pengumpulan data dilakukan dengan penyebaran kuesioner dengan menggunakan Likert 5 poin untuk mengukur 30 item pertanyaan. Analisis menggunakan analisis regresi program komputer SPSS Versi 16. Hasil analisis menunjukkan bahwa keadilan distributif dan keadilan prosedural berpengaruh signifikan terhadap employee engagement, dan employee engagement berpengaruh positif signifikan terhadap kinerja. Penelitian ini juga berhasil membuktikan employee engagement menjadi mediator hubungan antara keadilan distributif dan keadilan prosedural terhadap kinerja.

Kata kunci : Employee Engagement, Keadilan Distributif, Keadilan Prosedural, Kinerja

ABSTRACT

The purpose of this study was to analyze the effect of distributive justice and procedural justice on performance with employee engagement as a mediating variable in East Belitung District Hospital. The study was conducted at medical staff and paramedics at East Belitung District Hospital.

Samples taken were 160 respondents. Sampling in this study using purposive random sampling. Data collection is done by distributing questionnaires by using Likert 5 points to measure 30 items of questions. Analysis using SPSS Version 16 computer program regression analysis. The results of the analysis show that distributive justice and procedural justice have a significant effect on employee engagement, and employee engagement has a significant positive effect on performance. This study also succeeded in proving that employee engagement is the mediator of the relationship between distributive justice and procedural justice on performance.

Keywords : Distributive Justice, Employee Engagement, Procedural Justice, Work Performance