

ABSTRACT

This research objectives are to analyze the influence of distributive justice, procedural justice, and religiosity to employee engagement with millennial-non millennial as moderation variable in SMA Muhammadiyah in Yogyakarta city. The subject in this research is the employee in SMA Muhammadiyah in Yogyakarta city with the minimum length of work two years and not contract employee.

This research was conducted with the total sample 206 respondents that already determined with sampling techniques using non probability sampling techniques with purposive sampling method and distributed the questionnaires to the respondents with offline and online questionnaires. For online, the author used Google Forms. The analytical tool that used by the author is multiple analysis techniques with SPSS 22 as the application program.

Based on the analysis results obtained that distributive justice, procedural justice, and religiosity has a positive effect on employee engagement. The other results are millennial moderated the influence of procedural justice and religiosity on employee engagement, but millennial not moderated the influence of distributive justice on employee engagement. Also, non millennial moderated the influence of distributive justice and procedural justice on employee engagement, but non millennial not moderated the influence of religiosity on employee engagement.

Keywords: Distributive Justice, Procedural Justice, Religiosity, Employee Engagement, Millennial, Non Millennial