

Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara keadilan distributif dengan *employee engagement* pada karyawan PT X. Hipotesis yang diajukan adalah adanya hubungan positif antara keadilan distributif dengan *employee engagement* pada karyawan PT X. Subjek dalam penelitian ini berjumlah 70 orang yang memiliki karakteristik karyawan yang minimal masa kerja lebih dari 1 tahun dan merupakan karyawan tetap. Cara pengambilan subjek dengan menggunakan metode *purposive sampling*. Pengambilan data penelitian ini menggunakan Skala Keadilan Distributif dan Skala *Employee Engagement*. Teknik analisis data yang digunakan adalah korelasi *product moment* dari Karl Pearson. Berdasarkan hasil analisis data diperoleh koefisien korelasi (R) hipotesis sebesar 0,684 dengan $p = 0,000$ ($p < 0,05$). Hasil tersebut menunjukkan bahwa terdapat hubungan positif yang signifikan antara keadilan distributif dengan *employee engagement*. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi (R^2) sebesar 0,469 variabel keadilan distributif menunjukkan kontribusi 46,9% terhadap *employee engagement* dan sisanya 53,1% dipengaruhi oleh faktor lain yaitu kepemimpinan, kompensasi, kebijakan dan prosedur kerja serta pelatihan.

Kata kunci: keadilan distributif, *employee engagement*

Abstract

This research aims to determine the relationship between distributive justice and employee engagement to employees in PT X. The hypothesis proposed is that there is a positive relationship between distributive justice and employee engagement to employees in PT X. The subjects in this research amounted to 70 people who have characteristics of employees with a minimum working period more than 1 year and is a permanent employee. How to take the subject using purposive sampling method. The data collection in this study uses the Distributive Justice Scale and the Employee Engagement Scale. The data analysis technique used is the product moment correlation from Karl Pearson. Based on the results of data analysis obtained a correlation coefficient (R) hypothesis of 0.684 with $p = 0.000$ ($p < 0.05$). These results indicate that there is a significant positive relationship between distributive justice and employee engagement. Acceptance of the hypothesis in this study showed a coefficient of determination (R^2) of 0.469 distributive justice variables showed a contribution of 46.9% to employee engagement and the remaining 53.1% was influenced by other factors such as leadership, compensation, policies and work procedures and training.

Keywords: *distributive justice, employee engagement*