

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara keadilan organisasi dengan *work engagement* karyawan *coffee shop* di Yogyakarta. Hipotesis yang diajukan adalah ada hubungan yang positif antara keadilan organisasi dengan *work engagement* karyawan *coffee shop* di Yogyakarta. Jumlah subjek pada penelitian ini adalah 70 karyawan *coffee shop* di Yogyakarta, yang terdiri dari 28 karyawan yang berprofesi sebagai barista (40%), 15 karyawan yang berprofesi sebagai kasir (21%), dan 27 karyawan yang berprofesi sebagai waiters (39%). Pengambilan data dalam penelitian ini menggunakan skala *work engagement* dan keadilan organisasi. Teknik analisis data yang digunakan adalah korelasi *product moment*. Berdasarkan hasil analisis data diperoleh koefisien korelasi ( $r_{xy}$ ) = 0.675 ( $p < 0.050$ ). Hasil penelitian menunjukkan bahwa terdapat hubungan positif antara keadilan organisasi dengan *work engagement*. Dari hasil perhitungan nilai koefisien determinasi ( $R^2$ ) diketahui kontribusi keadilan organisasi terhadap *work engagement* yakni sebesar 45.5%. Sedangkan 54.5% yang mempengaruhi *work engagement* karyawan *coffee shop* dipengaruhi oleh faktor lainnya.

**Kata kunci** : Keadilan organisasi, *work engagement*, karyawan *coffee shop*

## **ABSTRACT**

This study aims to find the relationship between organizational justice and work engagement of coffee shop employees in Yogyakarta. The hypothesis proposed is that there is a positive relationship between organizational justice and work engagement of coffee shop employees in Yogyakarta. The numbers of subjects in this study were 70 coffee shop employees in Yogyakarta, consisting of 28 employees worked as baristas (40%), 15 employees worked as cashier (21%), and 27 employees worked as waiters (39%). Collecting data in this study used the scale of work engagement and organizational justice. The data analysis technique used is product moment correlation. Based on the results of data analysis, the correlation coefficient ( $r_{xy}$ ) = 0.675 ( $p < 0.050$ ). The results showed that there was a positive relationship between organizational justice and work engagement. From the results of the coefficient of determination ( $R^2$ ), it is found that the contribution of organizational justice to work engagement is 45.5%. Meanwhile, 54.5% of coffee shop employees work engagement is influenced by other factors.

**Keyword** : Organizational justice, work engagement, coffee shop employees