

ABSTRACT

Farah Almas Riyanthi, 111311133177, The Corelation Organizational Justice and Work Engagement among Employees in PT. Dua Kelinci, Undergraduated Thesis, Faculty of Psychology Airlangga University, Surabaya, 2017

xviii + 82Pages + 32Appendixes.

The purpose of this study aims to determine the relationship between organizational justice and work engagement on employees of PT Dua Kelinci. Greenbreg (1987 in Ledimo, 2014) explains organizational justice is the employee's perception of organizational behavior, organizational decisions, and actions of it. Work involvement according to Schaufeli, et al. (2002) is the condition of the individual with a positive and full mind and having vigor, dedication and absorption on his work.

This research was conducted on permanent employees non managerial part production at PT. Two rabbits with the number of subjects 104 people from 4 units of peanut production section, with sampling disproportional stratified random sampling technique. Measuring tool used in this research is questionnaires, for organizational fairness variables, it used Organizational Justice Scale developed by Colquitt (2001) and work variables using Schaufeli's UWES-17, et al. (2002). The analysis of data used technique of statistic correlation of Product Moment Pearson through IBM SPSS 20.0 for Windows program.

The results of data analysis show the organizational justice and work engagement on employees of PT. Two Rabbits have no significant relationship ($r=0.132$; $p=0.181$). Organizational justice is found to correlate with the dimensions of vigor and dedication but not significantly correlated with the absorption dimension.

Keywords: *work engagement, organizational justice, PT. Dua Kelinci*
References, (49)