

ABSTRAK

Febriannisa, 110941035, Kontribusi *Organizational Justice* dan Tipe Kepribadian (*Big Five Personality*) dalam Mempengaruhi *Work Engagement* Pegawai Negeri Sipil di Kantor Bappeda Kabupaten Berau, Tesis, Program Studi Magister Psikologi Profesi, Fakultas Psikologi Universitas Airlangga, Surabaya, 2013.

*Penelitian ini bertujuan untuk mengetahui pengaruh *Organizational Justice* dan Tipe Kepribadian terhadap *Work Engagement* pada Pegawai Negeri Sipil di Kantor Bappeda Kabupaten Berau. *Organizational Justice* adalah persepsi individu atas keadilan penghargaan yang ditawarkan oleh suatu organisasi. *Organizational Justice* terdiri dari *Distributive Justice*, *Procedural Justice* dan *Interactional Justice*. Tipe Kepribadian yang diteliti disini menggunakan tipe kepribadian *Big Five Personality* yang terdiri atas *Extroversion*, *Agreeableness*, *Conscientiousness*, *Emotional Stability*, dan *Openess to Experience*. *Organizational Justice* dan Tipe Kepribadian terbukti memiliki pengaruh terhadap naik turunnya *work engagement* seseorang.*

*Penelitian ini dilakukan di Kantor Bappeda Kabupaten Berau dengan jumlah subjek sebanyak 40 orang. Alat pengumpulan data berupa skala *Utrecht Work Engagement Scale (UWES)*, *Skala Organizational Justice (Niehoff and Moorman, 1993)* dan skala Tipe kepribadian *IPIP*. Teknik analisa data menggunakan Analisis Regresi Linier Berganda.*

*Dari hasil analisis data penelitian diperoleh kesimpulan bahwa dari segi *Organizational Justice* dan Tipe Kepribadian memberikan kontribusi sebesar 71,4 % dimana variabel yang berpengaruh signifikan dari segi *organizational justice* adalah *Distributive Justice* dan *Interactional Justice*. Sehingga dengan adanya *distributive* dan *interactional justice* pegawai juga akan berlaku adil pada organisasi dengan cara membangun ikatan emosi yang lebih dalam pada organisasi dan menjadi penggerak *work engagement*. Sedangkan dari segi tipe kepribadian, variabel yang berpengaruh signifikan adalah *Extroversion*, *Conscientiousness* dan *Emotional Stability*. Dengan memahami pengaruh tipe kepribadian, dapat dijadikan kesempatan bagi organisasi untuk mengikat pekerja dengan lebih efektif dengan memahami keunikan dan perbedaan mereka.*

Kata Kunci: *Work Engagement, Organizational Justice, Big Five Personality*

ABSTRACT

Febriannisa, 110941035, Contribution of Organizational Justice and Personality Type (Big Five Personality) to Influencing Work Engagement of the Civil Servant in Bappeda Institution, Berau, Tesis, Post Graduate Program, Psychology Department of Airlangga University, Surabaya, 2013.

This research aimed to determine the effect of Organizational Justice and Personality Type to Work Engagement of Civil Servant in Bappeda Institution, Berau. Organizational justice is perception of whether the outcome, procedure, and interpersonal treatment received by employee is fair or not. Personality types are studied here using the Big Five Personality type consisting of Extroversion, Agreeableness, Conscientiousness, Emotional Stability, and openness to Experience. Organizational Justice and Personality Type shown to have an influence on the rise and fall of one's work engagement.

This research was conducted in Bappeda Institution, Berau with 40 sample. The instruments used to collect data in this research are questionnaires about Utrecht Work Engagement Scale (UWES), Organizational Justice Scale (Niehoff and Moorman, 1993) and Personality Type Scale IPIP. Multiple Regression Linear Analysis was conducted to analyze the data.

Data analysis shows evidence that in terms of Organizational Justice and Personality Types contributed 71.4% where variables are significant in terms of organizational justice is Distributive Justice and Interactional Justice. So with the distributive and interactional justice officials would also be fair to the organization by establishing a deeper emotional bond to the organization and to drive engagement work. In terms of personality types, variables which have a significant effect is Extroversion, Conscientiousness and Emotional Stability. By understanding the influence of personality type, can be used as an opportunity for the organization to more effectively bind workers to understand their uniqueness and difference.

Key Word: Work Engagement, Organizational Justice, Big Five Personality