

ABSTRACT

The Influence of Organization Culture to Distributive Justice, Procedural Justice, and Employees of Star Hotels Productivity in Special District of Yogyakarta

Tourism is the vision of Special District of Yogyakarta development in 2020. Hotel has become one of the main parts of the tourism development and improvement. The hotel entrepreneurs must show their progressive effort to develop in order to give maximum contribution to the development. The real hotel contribution is by providing job opportunities because hotel investment is not only full of capital but also workers. The hotels in Special District of Yogyakarta have less advantageous occupancy level. It is about 40% on the average. This occupancy level is not beneficial enough because it only reaches break event point (source: the head of PHRI, 2005)

Organization culture, justice, and productivity problems are the important variables in order to be successful in business including hotel business. Those three variables can be attempted internally by the management to achieve business success. A company must be able to create a high organization culture to its employees' comfort. The high organization culture helps to produce fair decisions for company's employees according to distributive justice and procedural justice. The justice given to the employees will encourage them to contribute in activities which require high productivity.

How significant the influence of organization culture variable toward distributive justice, procedural justice, and employee's work productivity is the subject of the study. The subject of the study proposes 5 hypotheses that will be examined and proven.

The data are collected by using questionnaire so that the collected data is perceptual. With descriptive statistic analysis instrument and hypothesis test by using SPSS and AMOS 4.0 software, the results are (1) Organization culture (X_1) has positive and **significant** influence to distributive justice (X_2), with path coefficient value (direct effect) 0,904 (positive) and significance level (*p_value*) 0,000; (2) Organization culture (X_1) has positive and **significant** influence to procedural justice (X_3), with path coefficient value 0,544 and significance level (*p_value*) 0,025; (3) Distributive justice (X_2) has positive and **significant** influence to employee's work productivity (Y), with path coefficient value 0,519 (positive) and significance level (*p_value*) 0,05; (4) Procedural justice (X_3) has positive and **insignificant** influence to employee's work productivity (Y), with path coefficient value 0,014 (positive) and significance level (*p_value*) 0,908; and (5) Organization culture (X_1) has positive and **insignificant** to employee's work productivity (Y), with path coefficient value (direct effect) 0,029 (positive) and significance level (*p_value*) 0,915.

Another finding mentions that on indirect effect, organization culture has significant influence to employee's work productivity, with distributive justice as intervening variable. Indirect effect value 0,477 and the total effect value 0,506 are the proofs of the finding of this study. Another one says that Aldefer's ERG theory can be applied to the hotel service company in Special District of Yogyakarta according to the data, which states that employees (at operational level) prefer fulfilling existential needs to relation/interaction and growth needs. The fact shows that distributive justice is influential toward employee's work productivity, while procedural justice is not influential toward employee's work productivity.

Keywords: Organization Culture, Distributive Justice, Procedural Justice, Work Productivity.