

ABSTRACT

The Influence Of Distributive And Procedural Justice On Welfare, Job Satisfaction And Desire For Strike Of The Employee Of Textile Industry In Ex Recidency Of Surakarta

Labor strike is an inevitable phenomenon among the parties in a work relationship. In general, the effects of strike consist of material loss for company and its labors, interruption of economic growth, and disruption of political and security stabilities. The strike is generated by strong will of labors to strike since their demand for distributive justice and procedural justice to increase their welfare and satisfaction is not fulfilled.

The aim of the research is to analyze and examine the influence of distributive justice on welfare, the influence of procedural justice on welfare, the influence of distributive justice on work satisfaction, the influence of procedural justice on work satisfaction, the influence of distributive justice on aspiration to strike, the influence of procedural justice on aspiration to strike, the influence of labors' welfare on work satisfaction, the influence of labors' welfare on aspiration to strike, and the influence of work satisfaction on aspiration to strike. All of these are based on organizational justice theory, welfare theory, work satisfaction theory, strike theory, and results from previous researches.

The analysis instrument for the study was SEM where its measurement was conducted by using AMOS. The results indicated that:

1. Distributive justice had positive, significant influence on the aspiration to strike (path coefficient = 28,824 and p_val = 0,002). This result denied the proposed hypothesis.
2. Distributive justice had positive, significant influence on the work satisfaction (path coefficient = 0,974 and p_val = 0,000). This result accepted the proposed hypothesis.
3. Distributive justice had negative influence on the aspiration to strike if work satisfaction functioned as intervening variable (path coefficient = -29,874 and total path coefficient = -1,050).
4. Procedural justice and welfare did not directly have influence on the aspiration to strike.

It can be concluded from the results that the higher the distributive justice, the lower the aspiration to strike. This is because distributive justice may increase labors' work satisfaction. This finding is in accordance with dissertation title even though not all variables are accommodated.

Keywords: organizational justice, welfare, work satisfaction, strike