

**RINGKASAN**

**ANALISIS *ORGANIZATIONAL JUSTICE* ( KEADILAN ORGANISASI )  
TERHADAP KEPUASAN KERJA KARYAWAN DI USAHA RUMAH MAKAN  
PT. ARYUDYA SURYA GEMILANG YOGYAKARTA**

**GUNARTI DWI LESTARI**

Kepuasan Kerja yang dialami oleh karyawan tidak hanya menghasilkan kinerja yang meningkat dan berkualitas, tetapi juga dapat memotivasi karyawan untuk bekerja lebih giat dan lebih bersemangat, serta mendorong untuk berusaha mengembangkan diri sendiri. Keadilan organisasi ( *Organizational Justice* ) adalah merupakan suatu faktor penting dalam menentukan perilaku dan sikap kerja yang akan berpengaruh pada kepuasan kerja karyawan. Bagaimana seorang atasan memperlakukan bawahan, adil atau tidak, akan berpengaruh pada sikap dan perilaku bawahan sehingga menimbulkan rasa puas dan tidak puas. Keadilan organisasi dianggap sebagai salah satu pemenuhan kebutuhan karyawan akan kondisi lingkungan kerja yang benar-benar kondusif yang berpengaruh pada perilaku dan sikap kerja yang lebih baik yang pada akhirnya akan berpengaruh pada kepuasan kerja karyawan.

Tujuan Penelitian ini adalah menganalisis pengaruh *Organizational Justice* ( Keadilan Organisasi ) terhadap kepuasan kerja karyawan di Usaha Rumah Makan PT.Aryudya Surya Gemilang Yogyakarta.

Penelitian ini menggunakan rancangan penelitian survey dan jenis penelitian eksplanatif ( *Explanatory Research* ) yang menjelaskan pengaruh antara variabel bebas ( *Independent Variable* ) dan variabel terikat ( *Dependent Variable* ) melalui pengujian hipotesis. Populasi dalam penelitian ini adalah Karyawan PT.Aryudya Surya Gemilang dengan jumlah 70 orang dan sampel dalam penelitian ini adalah 54 orang yang menjawab pernah diperlakukan adil dan tidak adil oleh perusahaan. Hasil penelitian diuji dengan regresi linear berganda.

Hasil Penelitian ini membuktikan bahwa hasil pengujian secara simultan menunjukkan bahwa variabel-variabel keadilan organisasi, yaitu keadilan prosedural, distributif dan interaksional berpengaruh secara signifikan terhadap kepuasan kerja karyawan di PT.Aryudya Surya Gemilang Yogyakarta. Hal ini dibuktikan dengan nilai F sebesar 18,020 dengan signifikansi 0,000 (  $p < 0,05$  ).

Saran yang dapat disampaikan bagi pengembangan penelitian selanjutnya adalah, hendaknya menggunakan variabel-variabel lain selain variabel keadilan organisasi untuk menyempurnakan penelitian ini. Keadilan Organisasi di PT Aryudya Surya Gemilang harus terus dipertahankan dalam rangka peningkatan kepuasan kerja karyawan. Pengembangan Sumber Daya Manusia di unit usaha yang bergerak di bidang jasa sebaiknya memperhatikan faktor-faktor keadilan organisasi yang mempengaruhi kepuasan kerja karyawannya sebagai ujung tombak perusahaan.

**SUMMARY**  
**ANALYSIS OF *ORGANIZATIONAL JUSTICE* ON JOB**  
**SATISFACTION OF EMPLOYEES ENGAGED**  
**IN THE RESTAURANT COMMERCE**  
**PT. ARYUDYA SURYA GEMILANG YOGYAKARTA**

**GUNARTI DWI LESTARI**

Work satisfaction that is experienced by an employee does not only result in increased performance need work quality, but also it can motivate the employee to work enthusiastically harder and highly motivated, and support them to try to improve themselves. Organizational justice (*Organizational Justice*) is one of important factors in determinan behaviour and job attitude which influence/ affect to the employee is satisfaction. How does a leader treat his subordinate, fairly or unfairly, may influence the behaviour and job attitude so that it appears satisfied and not satisfied feeling. Organizational justice is considered as one of employees need fulfilment towards working condition that is conducive which influence employees behaviour and job attitude better and eventually may influence these employee job satisfaction.

This research purpose is to analyse *Organizational Justice* influence (Organizational Justice) to the employee job satisfaction in restaurant commerce PT. Aryudya Surya Gemilang Yogyakarta.

The design of this study was an explanatory survey/research which explained the between independent variables ( procedural justice, distributive justice and interactive justice ) and dependent variables ( job satisfaction ). The population of this study was 70 employees and the number of samples was 54 employees. Data were collected by means of questionnaires containing items such as the ways the company handled or treated its employees relating to fairness. The data obtained were analyzed analytically using multiple regression test.

This research result proves that examination result simultaneously shows that organizational justice variables, they are procedural, distributive and interacted justice significant influence to the employee job satisfaction in PT. Aryudya Surya Gemilang Yogyakarta. This case is proved with F value 18.020 with the significance 0.000 ( $p < 0.05$ ).

The recommendation that can be delivered for the next research improvement is, it is better applying another variables than organizational justice variable to make this research perfect. Organizational justice in PT. Aryudya Surya Gemilang must be continuously endured in order to raise the employee job satisfaction.

Human resources improvement in this commerce unit that is act in the service side it is better to pay attention to the organizational justice factors which influence the employee job satisfaction as a company weapon.

## ABSTRACT

### ANALYSIS OF ORGANIZATIONAL JUSTICE ON JOB SATISFACTION OF EMPLOYEES ENGAGED IN THE RESTAURANT COMMERCE PT. ARYUDYA SURYA GEMILANG YOGYAKARTA.

**GUNARTI DWI LESTARI**

The objective of this study was to analyze the effect ( influence ) of organizational justice on job satisfaction of employees working in the restaurant commerce PT. Aryudya Surya Gemilang Yogyakarta.

The design of this study was an explanatory survey/research which explained the influence between independent variables ( procedural justice, distributive justice and interactive justice ) and dependent variables ( job satisfaction ). The population of this study was 70 employees and the number of samples was 54 employees. Data were collected by means of questionnaires containing items such as the ways the company handled or treated its employees relating to fairness. The data obtained were analyzed analytically using multiple regression test.

The result this study showed that simultaneously, procedural justice, distributive justice and interactive justice significantly influence/affect job satisfaction (  $p < 0,05$  )

Keywords : organizational justice, job satisfaction