

ABSTRAK

Tujuan dilakukannya penelitian ini adalah untuk mengetahui pengaruh keadilan organisasional terhadap kinerja karyawan bagian produksi di PT Semen Indonesia (Persero) Tbk. Untuk mengetahui pengaruh keadilan organisasional terhadap penilaian kinerja bagian produksi di PT Semen Indonesia (Persero) Tbk. Untuk mengetahui pengaruh penilaian kinerja terhadap kinerja karyawan bagian produksi di PT Semen Indonesia (Persero) Tbk. Serta untuk mengetahui penilaian kinerja sebagai mediasi hubungan antara keadilan organisasional terhadap kinerja karyawan. Populasi penelitian ini adalah seluruh karyawan tetap bagian produksi di PT Semen Indonesia (Persero) Tbk yang berjumlah 150 orang. Mengingat jumlah populasi masih dalam jangkauan penelitian maka penarikan sampel dilakukan dengan metode sensus. Metode sensus adalah keseluruhan anggota populasi digunakan sebagai sampel penelitian. Teknik analisis yang digunakan adalah path analisis dengan menggunakan SPSS. Hasil pengujian membuktikan hipotesis pertama menyatakan keadilan organisasional berpengaruh terhadap kinerja karyawan bagian produksi di PT Semen Indonesia (Persero) Tbk. Hasil pengujian terbukti, keadilan organisasional memiliki pengaruh terhadap kinerja karyawan bagian produksi di PT Semen Indonesia (Persero) Tbk. Hipotesis kedua menyatakan keadilan organisasional berpengaruh terhadap penilaian kinerja bagian produksi di PT Semen Indonesia (Persero) Tbk. Hasil pengujian terbukti, keadilan organisasional memiliki pengaruh terhadap penilaian kinerja bagian produksi di PT Semen Indonesia (Persero) Tbk. Hipotesis ketiga menyatakan penilaian kinerja berpengaruh terhadap kinerja karyawan bagian produksi di PT Semen Indonesia (Persero) Tbk. Hasil pengujian terbukti, penilaian kinerja memiliki pengaruh terhadap kinerja karyawan bagian produksi di PT Semen Indonesia (Persero) Tbk. Penilaian kinerja belum mampu memediasi hubungan antara keadilan organisasional terhadap kinerja karyawan bagian bagian produksi PT Semen Indonesia, dapat diartikan bahwa hubungan keadilan organisasional terhadap kinerja karyawan bagian produksi PT Semen Indonesia melalui penilaian kinerja merupakan pengaruh secara *partially mediated*.

Kata kunci: keadilan organisasional, penilaian kinerja, kinerja karyawan

ABSTRACT

The purpose of this study was to determine the effect of organizational justice on the performance of employees in the production department at PT Semen Indonesia (Persero) Tbk. To determine the effect of organizational justice on the performance appraisal of production parts at PT Semen Indonesia (Persero) Tbk. To determine the effect of performance appraisal on the performance of employees in the production department at PT Semen Indonesia (Persero) Tbk. And to find out the performance appraisal as mediating the relationship between organizational justice on employee performance. The population of this research is all 150 permanent employees in the production department at PT Semen Indonesia (Persero) Tbk. Considering the population is still within the scope of research, sampling is done by census method. The census method is the entire population member used as the research sample. The analysis technique used is the path analysis using SPSS. The test results prove that the first hypothesis states that organizational justice affects the performance of employees in the production department at PT Semen Indonesia (Persero) Tbk. The test results are proven, organizational justice has an influence on the performance of employees in the production department at PT Semen Indonesia (Persero) Tbk. The second hypothesis states that organizational justice has an effect on the assessment of the performance of production parts at PT Semen Indonesia (Persero) Tbk. The test results are proven, organizational justice has an influence on the performance evaluation of production parts at PT Semen Indonesia (Persero) Tbk. The third hypothesis states that performance appraisal affects the performance of employees in the production department at PT Semen Indonesia (Persero) Tbk. The results of proof testing, performance appraisal have an influence on the performance of employees in the production department at PT Semen Indonesia (Persero) Tbk. Performance appraisal has not been able to mediate the relationship between organizational justice on the performance of employees in the production section of PT Semen Indonesia. It can be interpreted that the relationship of organizational justice to the performance employees of PT Semen Indonesia through performance appraisal is partially mediated.

Keywords: organizational justice, performance appraisal, employee performanc