

ABSTRAK

Penelitian ini menggunakan objek di salah satu perusahaan BUMN yang bergerak di jasa keuangan mikro yaitu PT. Invesment Management. Dalam hal ini tentunya PT PNM Invesment Management memiliki pertumbuhan yang sangat bergantung pada pelayanan para karyawan kepada nasabah. Oleh karena itu, perusahaan harus terus-menerus meningkatkan pelayanan kepada nasabah dan mampu mempertahankan serta meningkatkan kinerja karyawan. Penelitian ini bertujuan untuk mengetahui pengaruh *organizational justice* Terhadap *employee engagement* melalui mediasi *organizational identification*. Studi kuantitatif ini didasarkan pada data yang dikumpulkan menggunakan kuesioner yang disebar kepada 78 orang responden karyawan PT. Invesment Management kemudian dianalisis menggunakan *partial least square*. Pada hasil analisis menggunakan PLS ditemukan bahwa *organizational identification* mampu memediasi pengaruh *organizational justice* (*distributive justice, prosedural justice, interactional justice*) terhadap *employee engagement*. Hal ini menunjukkan bahwa komitmen yang dimiliki karyawan mampu dicapai oleh banyak faktor dan beberapa diantaranya adalah mengenai konsep keadilan yang diterapkan perusahaan serta identifikasi organisasi yang dimiliki karyawan khususnya karyawan PT. PT. PNM Investment Management.

Kata Kunci: *Organizational justice, Distributive justice, Prosedural Justice, Interactional Justice, Employee engagement, Organizational identification, Employee.*

ABSTRACT

This study uses objects in one of the state-owned companies engaged in microfinance services, namely PT. Investment Management. In this case, of course, PT PNM Investment Management has growth that is very dependent on the service of employees to customers. Therefore, companies must continually improve services to customers and be able to maintain and improve employee performance. This research aims to determine the effect of organizational justice on employee engagement through organizational identification. This quantitative study is based on data collected using a questionnaire distributed to 78 respondents of PT. Investment Management is then analyzed using partial least square. In the results of the analysis using PLS it was found that organizational identification was able to mediate the effect of organizational justice (distributive justice, procedural justice, interactional justice) on employee engagement. This shows that the commitment owned by employees can be achieved by many factors and some of them are about the concept of justice applied by the company and identification of the organization owned by employees, especially employees of PT. PNM Investment Management.

Keyword: *Organizational justice, Distributive justice, Prosedural Justice, Interactional Justice, Employee engagement, Organizational identification, Employee.*