

1. Penelitian ini menggunakan data yang sifatnya adalah bagian internal organisasi dalam sumber daya manusia perusahaan sehingga penelitian ini memiliki batasan bahwa tidak mengkaji divisi yang berkaitan dengan hubungan perusahaan dengan organisasi lain. Dengan demikian penelitian selanjutnya batasan bisa diubah pada hubungan mengenai SDM internal dan eksternal supaya lebih luas jangkauan penelitiannya.
2. Penelitian ini menggunakan sampel yang relatif kecil, yaitu 78 responden. Sehingga bagi penelitian berikutnya, diharapkan menggunakan melakukan pengembangan penelitian dengan menggunakan sampel yang relatif lebih besar.
3. Mengingat bahwa variabel ini hanya terpusat pada dimensi keadilan atau *justice* yang pada dasarnya sesuai persepsi karyawan dan bermanfaat secara sepihak saja maka bagi penelitian selanjutnya diharapkan agar menggunakan variabel tambahan untuk mengetahui persepsi karyawan yang tidak hanya dari sisi keadilan bisa seperti kepemimpinan atau kompensasi.

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