

*THE INFLUENCE OF DISTRIBUTE FAIRNESS OF COMPENSATION AND
PROCEDURAL JUSTICE OF COMPENSATION ON EMPLOYEE
PERFORMANCE THROUGH JOB SATISFACTION*

(Survey at PT. Global Intermedia Yogyakarta)

IMDA PERONIKA MANIK

NIM. 141200066

Management Study Programs

Faculty of Economic and Business UPN “Veteran” Yogyakarta

Imdaperonika Manik

ABSTRACT

This research aims to determine: The direct influence of Compensation Distributive Justice on Employee Performance, the direct influence of Compensation Procedural Justice on Employee Performance, the indirect influence of Compensation Distributive Justice on Employee Performance through Job Satisfaction and the indirect influence of Compensation Procedural Justice on Employee Performance through Job Satisfaction. This research approach is a quantitative approach. The population used was 50 employees of PT. Global Intermedia Yogyakarta. Data collected from research results have been tested for validity and reliability. Data analysis uses path analysis. Data collection in this research used a questionnaire.

The results of this research prove that Compensation Distributive Justice has a significant positive effect on employee performance, Compensation Procedural Justice has a significant positive direct effect on employee Performance, Compensation Distributive Justice has no indirect effect on employee performance through Job Satisfaction, Compensation Procedural Justice has no indirect effect on Employee performance through job satisfaction.

Keywords: *Distributive justice of compensation, procedural justice of compensation, job satisfaction and employee performance.*