

ABSTRACT

This study aims to analyze the effects of distributive justice, the perception of organizational support and achievement needs on the performance of PT.POS Indonesia West Jakarta. Data was collected through questionnaires and implemented on 40 PT.POS Indonesia employees. Data analysis using Variance Based Structural Equation Modeling (Partial Least Square). The results of the analysis show that Distributive Justice does not affect employee performance. Perceptions of Organizational Support have a positive and significant effect on employee performance. Needs achievement does not affect the performance of employees.

Keywords: Distributive Justice, Perceptions of Organizational Support and Kebutuhan berprestasi and Employee Performance



ABSTRAK

Penelitian ini bertujuan untuk menganalisa pengaruh keadilan distributif, persepsi dukungan organisasi dan kebutuhan berprestasi terhadap kinerja bagian antara PT.POS Indonesia Jakarta Barat. Pengumpulan data dilakukan melalui penyebaran kuesioner dan dilaksanakan pada 40 karyawan PT.POS Indonesia. Analisis data menggunakan *Variance Based Structural Equation Modeling (Partial Least Square)*. Hasil analisis menunjukkan bahwa keadilan distributif tidak berpengaruh terhadap kinerja karyawan. Persepsi dukungan organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan. Kebutuhan berprestasi tidak berpengaruh terhadap kinerja karyawan.

Kata Kunci : Keadilan Distributif, Persepsi Dukungan Organisasi, Kebutuhan berprestasi dan Kinerja Karyawan



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