

ABSTRACT

This study aims to analyze the influence of perceived organizational support, distributive justice, and organizational trust on job satisfaction at PT. GMF Aeroasia. The population in this study were employees of PT. GMF Aeroasia totaling 46 respondents. The study sample was 46 respondents. The sampling method uses saturated samples. Data collection methods were carried out through questionnaires and carried out on 46 respondents PT. GMF Aeroasia. Data Analysis Method uses Partial Least Square Variance Based Structural Equation Modeling (PLS). The results of this study prove perceived organizational support does not significant effect on job satisfaction. Distributive justice does have a significant effect on turnover intention. Organizational justice does have a significant effect on job satisfaction.

Keywords: Perceived Organizational Support, Distributive Justice, Organizational Trust, and Job Satisfaction.



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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh persepsi dukungan organisasi, keadilan distributif, dan kepercayaan organisasi terhadap kepuasan kerja karyawan pada PT. GMF Aeroasia. Populasi dalam penelitian ini adalah karyawan PT. GMF Aeroasia yang berjumlah 46 responden. Sampel penelitian berjumlah 46 responden. Metode pengambilan sampel menggunakan sampel jenuh. Metode pengumpulan data dilakukan melalui kuesioner dan dilaksanakan pada 46 responden PT. GMF Aeroasia. Metode Analisis Data menggunakan *Variance Based Structural Equation Modeling, Partial Least Square (PLS)*. Hasil penelitian ini membuktikan bahwa persepsi dukungan organisasi tidak berpengaruh signifikan terhadap kepuasan kerja. Keadilan distributif berpengaruh positif dan signifikan terhadap kepuasan kerja. Kepercayaan organisasi berpengaruh positif dan signifikan terhadap kepuasan kerja.

Kata kunci: Persepsi Dukungan Organisasi, Keadilan Distributif, Kepercayaan Organisasi dan Kepuasan Kerja.

