

ABSTRACT

This main goal of the research is to know the perception of First Media employee of performance appraisal and its impact to employee job satisfactions. Employee perception of performance appraisal is based on procedural justice and distributive justice. The fair performance appraisal system according to procedural justice and distributive justice will give positive impact to employee satisfaction of performance appraisal, and employee satisfaction about performance appraisal will also give positive impact to employee job satisfactions.

Data were collected by survey in PT. First Media Tbk at Jakarta and Tangerang. Questionnaire was consisting of 35 items and used 5-Likkert scala system with 78 respondents that come from 5 different bussiness units. The data analyze used double linear regression and simple linear regression. The hypothesis was tested through t-test and F-test. Descriptive analyze also used to know the level of employee perception of performance appraisal based on procedural justice and distributive justice, the level of employee satisfaction about performance appraisal, and the level of employee job satisfaction.

Results of research indicated that the employee perception based on procedural justice had average value was 3,89 and based on distributive justice was 3,77. Average value of employee satisfaction about performance appraisal was 3,46 dan jobs satisfactions was 3,24. The result of regression analyze dan hypothesis test showed that employee perception based on procedural justice and procedural justice by partial and global had positive impact and significant to employee satisfactions of performance appraisal. Employee satisfactions of performance appraisal also gave positive and significant impact to employee job satisfactions.

Keywords : performance appraisal, employee perceptions of performance appraisal, procedural justice, distributive justice, employee satisfaction of performance appraisal, job satisfactions.