

ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui hubungan keadilan prosedural dan keadilan distributif terhadap perilaku kerja inovatif karyawan di bidang pelayanan pemagangan Jepang. Penelitian ini menggunakan metode kuantitatif dengan sampel sebanyak 107 karyawan yang bekerja di bidang pemagangan ke Jepang yang diambil menggunakan metode *purposive sampling non random sampling*. Analisa data menggunakan uji statistik non parametrik yaitu uji korelasi *Spearman-Rank* untuk mengetahui korelasi antara keadilan prosedural, keadilan distributif dengan perilaku kerja inovatif. Hasil penelitian menunjukkan hubungan antara variabel keadilan prosedural dan keadilan distributif dengan perilaku kerja inovatif didapatkan hasil bahwa hasil uji korelasi antara variabel keadilan prosedural dan perilaku kerja inovatif nilai koefisien korelasi $r = 0.768$ (signifikansi 0.000) atau $p = 0,000$ ($p < 0,05$) maka dapat disimpulkan bahwa terdapat hubungan yang positif antara keadilan prosedural dan perilaku kerja inovatif, disamping itu hasil uji korelasi antara variabel keadilan distributif dan perilaku kerja inovatif didapatkan hasil koefisien korelasi $r = 0,771$ nilai signifikansi $p = 0,000$ ($p < 0,05$) berkorelasi positif sehingga dapat disimpulkan bahwa semakin tinggi tingkat keadilan distributif yang diterima karyawan maka semakin tinggi pula perilaku kerja inovatif karyawan. Berdasarkan hasil tersebut maka untuk meningkatkan perilaku kerja inovatif karyawan perlu adanya peningkatan pada keadilan prosedural dan keadilan distributif dalam organisasi.

Kata Kunci : inovasi, perilaku kerja inovatif, keadilan prosedural, keadilan distributif.

ABSTRACT

The purpose of this study was to determine the relationship between procedural justice and distributive justice on the innovative work behavior of employees in the Japanese apprenticeship service sector. This study uses a quantitative method with a sample of 107 employees who work in the field of apprenticeship to Japan taken using a non-random sampling purposive sampling method. Data analysis used non-parametric statistical test, namely the Spearman-Rank correlation test to determine the correlation between procedural justice, distributive justice and innovative work behavior. The results of the study of the relationship between procedural justice and distributive justice variables with innovative work behavior showed that the results of the correlation test between procedural justice variables and innovative work behavior value of the correlation coefficient $r = 0.768$ (significance 0.000) or $p = 0.000$ ($p < 0.05$) then it can be concluded that there is a positive relationship between procedural justice and innovative work behavior, in addition to the results of the correlation test between distributive justice variables and innovative work behavior, the correlation coefficient $r = 0.771$, significance value $p = 0.000$ ($p < 0.05$) is positively correlated so that it can be concluded that the higher the level of distributive justice received by the employee, the higher the employee's work innovation behavior. Based on these results, to improve employee work innovation behavior, it is necessary to increase procedural justice and distributive justice in the organization.

Keyword : *innovation, innovative work behavior, procedural justice, distributive justice.*