

ABSTRACT

In general, this study intends to find out that fairness in an organization can affect organizational commitment so that it has an impact on the job satisfaction of employees in Food Fast Moving Consumer Goods (FMCG) companies in Indonesia. The types of justice studied are distributive justice, procedural justice, and interactional justice—this type of quantitative research with causal methods. The population of all FMCG employees is 136, using a non-probability sampling technique with a saturated sample. The data analysis used is SEM-PLS with the help of the SmartPLS 3.2.9 application. The research findings show that there is a positive and significant direct relationship between distributive justice, procedural justice, and interactional justice on job satisfaction. Another result is that there is an indirect relationship between distributive justice, procedural justice, and interactional justice on job satisfaction which is intervened by organizational commitment. It is recommended that companies maintain and maintain the current rewarding system, consider reviewing the existing reward & punishment system within the company, and maintain consistency in the preparation and determination of policies by taking into account the humanitarian aspect.

Keyword : *Distributive Justice, Procedural Justice, Interactional Justice, Organizational Commitment, Job Satisfaction.*



ABSTRAK

Secara umum penelitian ini bermaksud untuk mengetahui keadilan dalam sebuah organisasi dapat mempengaruhi komitmen organisasi sehingga berdampak pada kepuasan kerja dari karyawan di perusahaan *Fast Moving Consumer Goods* (FMCG) Makanan di Indonesia. Jenis keadilan yang diteliti adalah keadilan distributif, keadilan prosedural, dan keadilan interaksional. Jenis penelitian kuantitatif dengan metode Kausal. Populasi seluruh karyawan FMCG berjumlah 136, dengan teknik pengambilan sample *non-probability sampling* dengan *sample* jenuh. Analisis data yang digunakan adalah SEM-PLS dengan bantuan aplikasi SmartPLS 3.2.9. Temuan penelitian terdapat hubungan langsung yang positif dan signifikan antara keadilan distributif, keadilan prosedural, dan keadilan interaksional terhadap kepuasan kerja. Temuan lain, hubungan tidak langsung keadilan distributif, keadilan prosedural, dan keadilan interaksional terhadap kepuasan kerja yang diintervensi oleh komitmen organisasi. Disarankan untuk perusahaan menjaga dan mempertahankan sistem *rewarding* yang ada saat ini serta mempertimbangkan hal pengkajian sistem *reward & punishment* yang ada dalam perusahaan dan tetap menjaga konsistensi penyusunan dan penetapan kebijakan dengan memperhatikan aspek kemanusiaan.

Kata Kunci: Keadilan Distributif, Keadilan Prosedural, Keadilan Interaksional, Komitmen Organisasi, Kepuasan Kerja

