ABSTRAK

Pengaruh Keadilan Distributif, Keadilan Prosedural, dan Keadilan Interaksional terhadap *Employee Engagement* dan Kinerja Karyawan pada Hotel Grand Inna Malioboro Yogyakarta

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Adapun tujuan dari penelitian untuk mengetahui dan menganalisis pengaruh keadilan distributif terhadap *employee engagement* karyawan Hotel Grand Inna Malioboro Yogyakarta, mengetahui dan menganalisis pengaruh keadilan prosedural terhadap *employee engagement* karyawan Hotel Grand Inna Malioboro Yogyakarta, mengetahui dan menganalisis pengaruh keadilan interaksional terhadap *employee engagement* karyawan Hotel Grand Inna Malioboro Yogyakarta, mengetahui dan menganalisis pengaruh keadilan distributif terhadap kinerja karyawan karyawan Hotel Grand Inna Malioboro Yogyakarta, mengetahui dan menganalisis pengaruh keadilan prosedural terhadap kinerja karyawan karyawan Hotel Grand Inna Malioboro Yogyakarta, mengetahui dan menganalisis pengaruh keadilan interaksional terhadap kinerja karyawan karyawan Hotel Grand Inna Malioboro Yogyakarta, dan mengetahui dan menganalisis pengaruh *employee engagement* terhadap kinerja karyawan karyawan Hotel Grand Inna Malioboro Yogyakarta. Jenis penelitian ini adalah penelitian kuantitatif dengan menggunakan metode survey. Dalam penelitian ini sampel yang diambil adalah seluruh karyawan Hotel Grand Inna Malioboro Yogyakarta. Jumlah sampel dalam penelitian ini yaitu 121 responden**.** Metode pengambilan sampel dalam penelitian ini adalah *simple random sampling*. Metode analisis data menggunakan Analisis Regresi Linier. Hasil analisis menunjukkan bahwa Keadilan Distributif berpengaruh signifikan terhadap *Employee Engagement* Karyawan Hotel Grand Inna Malioboro Yogyakarta (nilai probabilitas $t_{-hitung}$ (0,047) < *Level of Significant* (0,05)). Hasil analisis menunjukkan bahwa Keadilan Prosedural berpengaruh signifikan terhadap *Employee Engagement* Karyawan Hotel Grand Inna Malioboro Yogyakarta (nilai probabilitas $t_{-hitung}$ (0,027) < *Level of Significant* (0,05)). Hasil analisis menunjukkan bahwa Keadilan Interaksional berpengaruh signifikan terhadap *Employee Engagement* Karyawan Hotel Grand Inna Malioboro Yogyakarta (nilai probabilitas $t_{-hitung}$ (0,000) < *Level of Significant* (0,05)). Hasil analisis menunjukkan bahwa Keadilan Distributif berpengaruh signifikan terhadap Kinerja Karyawan Hotel Grand Inna Malioboro Yogyakarta (nilai probabilitas $t_{-hitung}$ (0,000) < *Level of Significant* (0,05)). Hasil analisis menunjukkan bahwa Keadilan Prosedural berpengaruh signifikan terhadap Kinerja Karyawan Hotel Grand Inna Malioboro Yogyakarta (nilai probabilitas $t_{-hitung}$ (0,001) < *Level of Significant* (0,05)). Hasil analisis menunjukkan bahwa Keadilan Interaksional berpengaruh signifikan terhadap Kinerja Karyawan Hotel Grand Inna Malioboro Yogyakarta (nilai probabilitas $t_{-hitung}$ (0,000) < *Level of Significant* (0,05)). Hasil analisis menunjukkan bahwa *Employee Engagement* mempunyai pengaruh signifikan terhadap Kinerja Karyawan Hotel Grand Inna Malioboro Yogyakarta (nilai probabilitas $t_{-hitung}$ (0,001) < *Level of Significant* (0,05)).

Kata kunci: Keadilan Distributif, Keadilan Prosedural, Keadilan Interaksional, *Employee Engagement*, Kinerja Karyawan.

ABSTRACT

Effect of Distributive Justice, Procedural Justice, and Interaction Justice on Employee Engagement and Employee Performance at the Grand Inna Hotel Malioboro Yogyakarta

The purpose of the study was to determine and analyze the influence of distributive justice on employee engagement at Grand Inna Hotel Malioboro Yogyakarta, to find out and analyze the influence of procedural justice on employee employee engagement at Grand Inna Malioboro Yogyakarta, to know and analyze the influence of interactional justice on employee engagement at Grand Inna Hotel Malioboro Yogyakarta, knowing and analyzing the influence of distributive justice on the performance of employees of the Grand Inna Hotel Malioboro Yogyakarta, knowing and analyzing the influence of procedural justice on the performance of employees of the Grand Inna Hotel Malioboro Yogyakarta, knowing and analyzing the influence of interactional justice on the performance of employees of Hotel Grand Inna Malioboro Yogyakarta , and knowing and analyzing the effect of employee engagement on the performance of employees of the Grand Inna Hotel Malioboro Yogyakarta. This type of research is quantitative research using the survey method. In this study the samples taken were all employees of the Grand Inna Hotel Malioboro Yogyakarta. The number of samples in this study were 121 respondents. The sampling method in this study was simple random sampling. Data analysis method uses Linear Regression Analysis. The results of the analysis showed that Distributive Justice had a significant effect on Employee Engagement of Grand Inna Hotel Staff in Malioboro Yogyakarta (probability value t-count (0.047) <Level of Significant (0.05)). The results of the analysis show that procedural justice has a significant effect on the Employee Engagement of Grand Inna Hotel Staff in Malioboro Yogyakarta (probability value t-count (0.027) <Level of Significant (0.05)). The results of the analysis show that Interactional Justice has a significant effect on Employee Engagement of Grand Inna Hotel Staff in Malioboro Yogyakarta (probability value t-count (0,000) <Level of Significant (0.05)). The results of the analysis show that Distributive Justice has a significant effect on the Employee Performance of the Grand Inna Hotel Malioboro Yogyakarta (probability value t-count (0,000) <Level of Significant (0.05)). The results of the analysis show that Procedural Justice has a significant effect on the Employee Performance of the Grand Inna Hotel Malioboro Yogyakarta (probability value t-count (0.001) <Level of Significant (0.05)). The results of the analysis show that Interactional Justice has a significant effect on the Employee Performance of the Grand Inna Hotel Malioboro Yogyakarta (probability value t-count (0,000) <Level of Significant (0.05)). The results of the analysis show that Employee Engagement has a significant influence on the Employee Performance of the Grand Inna Hotel Malioboro Yogyakarta (probability value t-count (0.001) <Level of Significant (0.05)).

Keywords: Distributive Justice, Procedural Justice, Interactional Justice, Employee Engagement, Employee Performance.