THE INFLUENCE OF ORGANIZATIONAL JUSTICE TOWARD JOB SATISFACTION WITH GENDER AS MODERATION VARIABLE ON MANAGEMENT STUDENT AT UNIVERSITAS MUHAMMADIYAH YOGYAKARTA



Putri Kesumadila

20170410371

INTERNATIONAL PROGRAM OF MANAGEMENT AND BUSINESS STUDIES FACULTY OF ECONOMIC AND BUSINESS UNIVERITAS MUHAMMADIYAH YOGYAKARTA 2021

STATEMENT

Hereby I,

Name : Putri Kesumadila

Student Number : 20170410371

Department : Management

Faculty : Economic and Business

University : Universitas Muhammadiyah Yogyakarta

Undergraduate Thesis Title : THE INFLUENCE OF ORGANIZATIONAL JUSTICE TOWARD JOB SATISFACTION WITH GENDER AS MODERATION VARIABLE ON MANAGEMENT STUDENT AT UNIVERSITAS MUHAMMADIYAH YOGYAKARTA

Declare that no work has been submitted to obtain a bachelor degree in other institutions and as far as my knowledge there are no works or opinions that have been written or published by anyone else, unless the written document has been referred to in this text and mentioned in the Bibliography. If in this thesis there are known works or opinions that have been written and published by others, I am willing to cancel this paper.

Yogyakarta, April 18, 2021

Putri Kesur adila

STATEMENT

Hereby I,

Name : Putri Kesumadila

Student Number : 20170410371

Department : Management

Faculty : Economic and Business

University : Universitas Muhammadiyah Yogyakarta

Undergraduate Thesis Title : THE INFLUENCE OF ORGANIZATIONAL JUSTICE TOWARD JOB SATISFACTION WITH GENDER AS MODERATION VARIABLE ON MANAGEMENT STUDENT AT UNIVERSITAS MUHAMMADIYAH YOGYAKARTA

Declare that no work has been submitted to obtain a bachelor degree in other institutions and as far as my knowledge there are no works or opinions that have been written or published by anyone else, unless the written document has been referred to in this text and mentioned in the Bibliography. If in this thesis there are known works or opinions that have been written and published by others, I am willing to cancel this paper.

Yogyakarta, April 18, 2021

Putri Kesumadila

DEDICATION

Thanks to Allah SWT who has bestowed the grace, and guidance, that has been given to the author along with the author's family and those closest to the author, so the author can complete this thesis to get a Bachelor of Economics degree. With humility, the author presents this thesis for:

- The beloved family, my Father, my Mother and my Family. The author would like to thank as much as possible for all of the prayers, support, and motivation so all of this can be achieved.
- 2. The closest friends of the author who always provide endless support to the author until now.
- 3. All parties who have provided support, assistance, and convenience in the process of completing this undergraduate thesis.

PREFACE

All praise is due to Allah SWT who has poured out the grace and provided convenience so the author can complete the undergraduate thesis with title "The Influence Of Organizational Justice Toward Job Satisfaction With Gender As Moderation Variable On Management Student At Universitas Muhammadiyah Yogyakarta" This undergraduate thesis is structured to fulfill one of the requirements in obtaining a Bachelor's degree in Management Department, Faculty of Economics and Business, Universitas Muhammadiyah Yogyakarta. The author takes this topic because the author hopes of being able to provide references and contributions for the in decision making that related to increase employee engagement.

The completion of this undergraduate thesis is inseparable from the support and guidance of various parties, therefore in this opportunity the author would like to thank as much as possible to:

- 1. Mr. Rizal Yaya, S.E., M.Sc., Ph.D., Ak., CA., as Dean of the Faculty of Economics and Business, Universitas Muhammadiyah Yogyakarta, who has provided guidance to students of the Faculty of Economics and Business.
- 2. Mrs. Retno Widowati PA., M.Sc., Ph.D., as the Head of the Management

 Department of Faculty of Economics and Business, Universitas

Muhammadiyah Yogyakarta, that has provided guidance to Management students.

- 3. Dr. Indah Fatmawati, SE., M.Si., as academic supervisor, that has provided guidance to IMaBs students.
- 4. Prof. Dr. Heru Kurnianto Tjahjono, MM., as a supervisor who has patiently give guidance during the completion of this undergraduate thesis.
- 5. All lecturers and employees of the Management Department, Faculty of Economics and Business, Universitas Muhammadiyah Yogyakarta, who provided guidance during the arrangement of this undergraduate thesis.
- 6. All parties who have provided support and assistance in the process of completing this undergraduate thesis.

The author realizes that there are still many weaknesses in this undergraduate thesis. Therefore, criticism, suggestions, and further research development are needed for the continuation of papers on this topic.

Yogyakarta, April 2, 2021

Putri Kesumadila

Table of Contents

APPR(OVAL SHEET ii		
VALID	DITY SHEET iii		
STATE	EMENTiv		
DEDIC	ATION v		
ABSTR	vi vi		
ABSTR	ZAKvii		
PREFA	CEviii		
CHAPT	ΓER I		
INTRO	DUCTION 1		
A.	Research Background	. 1	
В.	Problem Formulation	. 5	
C.	Research Purpose	. 6	
D.	Benefit Research	. 6	
CHAP	TER II		
LITER	ATURE REVIEW 9		
A.	Theoretical Basis	. 9	
1.	Distributive Justice	. 9	
2.	Procedural Justice	l 1	
3.	Interactional Justice	13	
4.	Job Satisfaction	15	
B. Theoretical Framework, Prior Research Results and Hypotheses			
1.	The Hypothesis of Distributive Justice towards Job Satisfaction	19	

	2. T	The Hypothesis of Procedural Justice towards Job Satisfaction	22
	3.	The Hypothesis of Interactional Justice towards Job Satisfaction	25
	4.	The Hypothesis of Gender Between Distributive Justice and Job S 27	atisfaction
	5.	The Hypothesis of Gender Between Procedural Justice and Job S 30	atisfaction
	6. Sati	The Hypothesis of Gender Between Interactional Justice isfaction	
	7.	Research Model	34
СН	APT	TER III	36
RE	SEA	RCH METHODS	36
A		Research Object and Subject	36
В		Kind of Data	36
C	•	Sampling Techniques	37
D).	Data Collection Techniques	38
E	· ·	Operational Definitions of Research Variables	39
	1.	Independent Variables	39
	2.	Dependent Variable	41
F	. D	Oata Quality Test Instrument	42
	1.	Validity Test	42
	2.	Reliability Test	43
G	.	Hypothesis Test and Data Analysis	43
	1.	Multiple Regression	44
	2.	Split Sample	44
	3.	Hypothesis Test	44
CH	APT	ER IV	47
	SEA	RCH RESULT AND DISCUSSION Overview of Object	

1.	Profile	47
2.	Vision and Mission	48
3.	Purpose	48
В.	Data Collecting Result	49
C.	Respondents Descriptions	49
D.	Data Quality Test Instrument	51
1.	Validity Test	51
2.	Reliability Test	54
E.	Hypotheses Test and Data Analysis	54
1)	Hypothesis Test 1	56
2)	Hypothesis Test 2	57
3)	Hypothesis Test 3	57
4)	Hypothesis Test 4	58
5)	Hypothesis Test 5	59
6)	Hypothesis Test 6	59
F. I	Discussion	63
CHAP	ΓER V	68
CONC	LUSIONS, RESEARCH LIMITATIONS, SUGGESTIONS	68
A.	Conclusion	68
В.	Suggestions	69
C.	Research Limitations	69
REFER	ENCES	71
APPEN	IDIX	79