EFFECT OF DISTRIBUTIVE JUSTICE, PROCEDURAL JUSTICE, AND INTERACTIONAL JUSTICE ON EMPLOYEE SATISFACTION ON EMPLOYEE

SALES AT HONDA PONTIANAK



Suggested by:

Ilham Dimas Mahendra

20170410068

INTERNATIONAL MANAGEMENT AND BUSINESS STUDY

FACULTY OF ECONOMICS AND BUSINESS

MUHAMMADIYAH UNIVERSITY YOGYAKARTA 2020

STATEMENT

Name	: Ilham Dimas Mahendra
Student Number	: 20170410068
Department	: Management
Faculty	: Economics and Business
University	: University of Muhammadiyah Yogyakarta
Essay	:Effect of Distributive Justice, Procedural Justice, Interactional Justice on Employee Satisfaction with Sales Employees at Honda Pontianak

Stating that no work has been submitted to obtain a bachelor's degree at any other institution and to my knowledge no work or opinion has ever been written or published by another person, unless the written document has been used as a reference in this research which is listed in the bibliography. If in this research there are works or opinions that have been written and published by others, then I will cancel this research.

Yogyakarta, 12 February 2022

89AJX651742672

Ilham Dimas Mahendra

PREFACE

Alhamdulillah, praises Allah the Almighty and the Most Merciful that because of His blessings, the author could finally finish this thesis to attain a bachelor's degree in economics. The author can complete a thesis entitled "Effect of Distributive Justice, Procedural Justice and Interactional Justice on Employee Satisfaction on Employee Sales At Honda Pontianak". This thesis is structured to fulfill one of the requirements in obtaining a Bachelor's degree at the Faculty of Economics and Business, Universitas Muhammadiyah Yogyakarta.

Furthermore, the author expected that this thesis could provide benefits, even with all the limitations. Finally, to complete this thesis, the authors get guidance and support both morally and materially from various parties. Therefore the authors say thank you as much as possible to:

- Rizal Yaya, S.E., M.Sc., Ph. D., Ak., CA as the Dean of the Faculty of Economics and Business, Universitas Muhammadiyah Yogyakarta, who has motivated and provided guidance and facilities while the author completed his studies.
- Dr. Rr. Sri Handari W, SE., M.Si. as the Chairperson of the Management Study Program, has played a role as a mother to the author, and many provide advice and direction during the author's completion of the study.
- 3. Prof. Dr. Heru Kurnianto Tjahjono, MM, has been very patient, taking her time and thoughts to guide the writer in the process of completing this thesis.
- 4. My parents and my siblings always give me motivation, support, and attention.
- 5. Lastly, for my girlfriend she always help me in my essay and my friends who helped the author cannot be mentioned one by one. Thank you for your services and support.

Yogyakarta, 05 April 2022

) N

Ilham Dimas Mahendra

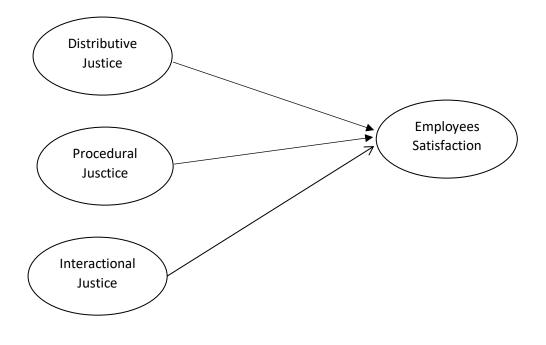
TABLE OF CONTENTS

VALI	IDITY SHEET	ii
STAT	rement	iii
MOT	ТО	iv
ABST	ΓACTS	v
PREF	FACE	vi
LIST	OF TABLE	vii
LIST	OF FIGURE	viii
CHAI	PTER I INTRODUCTION	1
A.	Educational background	1
B.	Problem formulation	6
C.	Research purposes	7
D.	Benefits of research	7
CHAI	PTER II LITERATURE REVIEW	8
A.	Theoretical Framework	8
B.	Previous research	13
C.	Hypothesis Development	15
D.	Research Model The research model is	17
CHAI	PTER III RESEARCH METHODS	18
A.	Object and Subject	18
B.	Data Type	18
D.	Data Collection Techniques	19
E.	Operational Definition of Research Variables	20
F.	Quality Test Instrument	22
G.	Hypothesis Testing and Data Analysis	23
CHAI	PTER IV RESEARCH RESULTS AND DISCUSSION	26
A.	General description	26
B.	Data Analysis and Research Results	28
C.	Instrument Testing	28
CHAI	PTER V CONCLUSION	37
REFE	ERENCE	39

LIST OF TABLE

Table 3.1 likert Scale.	19
Table 3.2 Independent variable	20
Table 3.3 Dependent Variable	22
Table 4.2.1 Validity and Reliability Test.	29
Table 4.2.2 Normality Test	31
Table 4.2.3 Multiple Enrollment Test	32
Table 4.2.4 Partial Tes	33
Table 4.2.5 Determination Test	33
Table 4.2.6 Hypothesis Results.	35

CHART



Research Model

X1 : Distributive Justice (Y) has a significant positive effect on employee satisfactionX2 : Procedural justice (Y) has a significant positive effect on employee satisfactionX3 : Interactional Justice (Y) has a significant positive effect on employee satisfaction