

**HUBUNGAN KEADILAN ORGANISASI DAN KEPUASAN
KERJA KARYAWAN RUMAH MAKAN PADANG YANG
DIKELOLA SECARA TRADISIONAL**

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UNTUK KEDAJAAN BANGSA

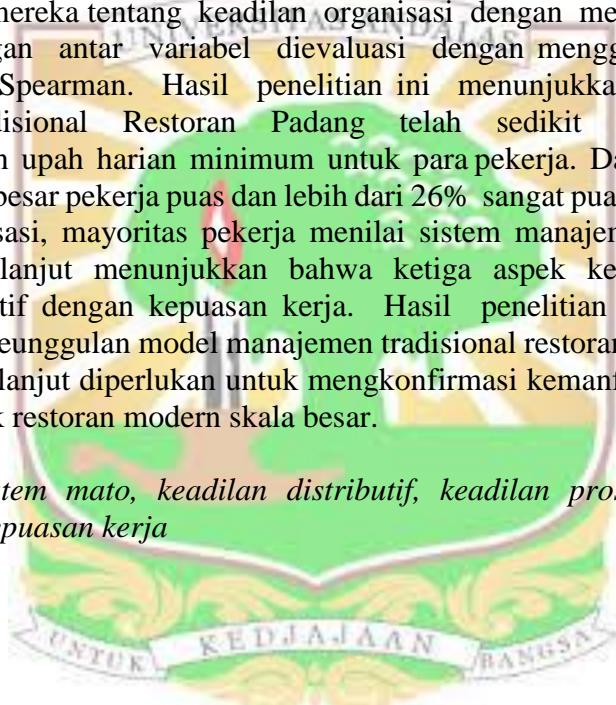
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ABSTRAK

Penelitian ini menggambarkan sistem manajemen tradisional restoran Padang yang khas berdasarkan bagi hasil (*sistem mato*) antara pemilik dan pekerja, mengukur kepuasan kerja dan penilaian para pekerja mengenai tiga aspek keadilan organisasi (distributif, presedural, dan interaksional), dan menganalisis hubungan antara kepuasan kerja dan tiga aspek keadilan organisasi. Selain mewawancarai informan kunci, semua 42 pekerja dari tiga restoran skala kecil di Padang diwawancarai menggunakan kuesioner untuk mengukur kepuasan kerja dan penilaian mereka tentang keadilan organisasi dengan menggunakan Skala Likert. Hubungan antar variabel dievaluasi dengan menggunakan koefisien korelasi Rank Spearman. Hasil penelitian ini menunjukkan bahwa praktik manajemen tradisional Restoran Padang telah sedikit berubah dengan memperkenalkan upah harian minimum untuk para pekerja. Dalam hal kepuasan kerja, sebagian besar pekerja puas dan lebih dari 26% sangat puas. Pada tiga aspek keadilan organisasi, mayoritas pekerja menilai sistem manajemen tersebut adil. Analisis lebih lanjut menunjukkan bahwa ketiga aspek keadilan organisasi berkorelasi positif dengan kepuasan kerja. Hasil penelitian ini membuktikan kegagutan dan keunggulan model manajemen tradisional restoran Padang. Namun, penelitian lebih lanjut diperlukan untuk mengkonfirmasi kemanfaatan manajemen tradisional untuk restoran modern skala besar.

Kata kunci: *sistem mato, keadilan distributif, keadilan prosedural, keadilan interaksional, kepuasan kerja*



THE RELATIONSHIP OF ORGANIZATIONAL JUSTICE AND JOB SATISFACTION OF WORKERS IN TRADITIONALLY MANAGED PADANG RESTAURANT

ABSTRACT

This research describes the system of the traditionally managed Padang Restaurant uniquely based on profit sharing among the owners and the workers, measures the workers' job satisfaction and their judgement about three aspects of organizational justice (distributive, procedural, and interactional), and analyzes the relationship between job satisfaction and the three aspects of organizational justice. Aside from interviewing key informants, all 42 workers from three small scale Padang restaurants were interviewed using questionnaires to measure their job satisfaction and their judgement about organizational justice employing Likert Scale. The relationship among variables was evaluated using Rank Spearman Coefficient of correlation. The results of this research show that the practice of traditional management of Padang Restaurant has been slightly changed by introducing minimum daily pay for the workers. In terms of job satisfaction, most workers are satisfied and more than 26% is very satisfied. On the three aspects of organizational justice, the majority of the workers judge the management system as just. Further analysis shows that the three aspects of organizational justice are positively correlated with job satisfaction. The results of this research prove the relevance and the advantages of the traditionally managed Padang restaurant. Further research is needed, however, to confirm the usefulness of the traditional management for a large scale modern restaurants.

Keywords: mato system, distributive justice, procedural justice, interactional justice, job satisfaction

