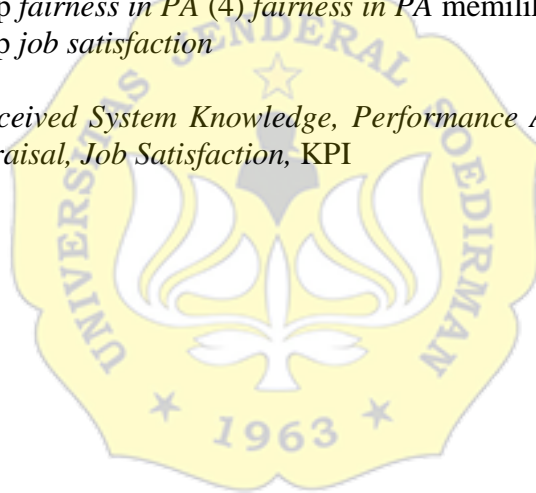


RINGKASAN

Penelitian ini merupakan penelitian survei pada karyawan Perumda Air Minum Tirta Satria. Tujuan dari penelitian ini yaitu untuk mengetahui pengaruh *clarity of PA*, *understanding of objectives*, *acceptance of objectives* terhadap *job satisfaction* yang dimediasi oleh *fairness in PA*. Jumlah responden dalam penelitian ini adalah 114 responden. Dalam penelitian ini sampel diambil dengan cara *nonprobability sampling* yaitu dengan teknik *purposive sampling*. Pengumpulan data yang digunakan dalam penelitian ini adalah dengan menggunakan kuesioner secara langsung. Sedangkan alat analisis dalam penelitian ini menggunakan Analisis Regresi Berganda Menggunakan software SPSS

Berdasarkan hasil penelitian dan analisis data menunjukkan bahwa : (1) *understanding of objective* memiliki pengaruh yang positif dan signifikan terhadap *fairness in PA* (2) *clarity of PA* memiliki pengaruh positif dan signifikan terhadap *fairness in PA* (3) variabel *acceptance of objective* berpengaruh positif dan tidak signifikan terhadap *fairness in PA* (4) *fairness in PA* memiliki pengaruh positif dan signifikan terhadap *job satisfaction*

Kata Kunci: *Perceived System Knowledge, Performance Appraisal, Fairness In Performance Appraisal, Job Satisfaction, KPI*



SUMMARY

This research is a survey research on employees of Perumda Air Minum Tirta Satria Purwokerto. The purpose of this study was to determine the effect of PA clarity, understanding of goals, acceptance of goals on job satisfaction mediated by fairness in PA. The number of respondents in this study were 114 respondents. In this study, the sample was taken by non-probability sampling, namely by purposive sampling technique. The data collection used in this research is by using a questionnaire directly to the employees of Perumda Tirta Satria. While the analysis tool in this research uses Multiple Regression Analysis Using SPSS Software

Based on the results of research and data analysis, it shows that: (1) objective understanding has a positive and significant effect on fairness in PA (2) Clarity of PA has a positive and significant influence on fairness in PA (3) objective acceptance variable has a positive and significant insignificant effect on fairness in PA (4) fairness in PA has a positive and significant influence on job satisfaction

Keywords: *Perceived System Knowledge, Performance Appraisal, Fairness In Performance Appraisal, Job Satisfaction, KPI*

