

CHAPTER V

CONCLUSION AND IMPLICATION

A. Conclusion

This study aims to determine how much influence distributive compensation justice and procedural compensation justice have on job performance with job satisfaction as an mediation variable on coffee shop employees in Purwokerto. The conclusions that can obtained from this research are as follows:

1. Distributive Compensation Justice has a positive significant effect on Job Satisfaction. This means that the higher implementation of distributive compensation justice, the higher the job satisfaction on coffee shop employees in Purwokerto.
2. Procedural Compensation Justice has a positive significant effect on Job Satisfaction. This means that the higher implementation of procedural compensation justice, the higher the job satisfaction on coffee shop employees in Purwokerto.
3. Distributive Compensation Justice has a positive significant effect on Job Performance. This means that the higher implementation of distributive compensation justice, the higher the job performance on coffee shop employees in Purwokerto.
4. Procedural Compensation Justice has no effect on Job Performance. This means that the higher the implementation of procedural compensation justice has no effect job performance on coffee shop employees in Purwokerto.
5. Job Satisfaction has no significant effect on Job Performance. This means that the higher the implementation of job satisfaction has no effect job performance on coffee shop employees in Purwokerto.
6. Job Satisfaction has no mediate between Distributive Compensation Justice on Job Performance. This means that the implementation of distributive compensation justice has no effect on job performance

through satisfaction as mediation variable on coffee shop employees in Purwokerto.

7. Job Satisfaction has no mediate between Procedural Compensation Justice on Job Performance. This means that the implementation of procedural compensation justice has no effect job performance through job satisfaction as mediation variable on coffee shop employees in Purwokerto.

B. Implication

In an effort to improve job performance, coffee shop management in Purwokerto needs to prioritize compensation justice policies and job satisfaction. This method can be done by providing compensation justice in accordance with the quality and quantity of each employee's work and allowing each employee to achieve a higher position and ensure the continuity of their work in order to create the highest work results and a high level of employee satisfaction and performance.

In order to improve job performance, coffee shop management in Purwokerto needs to prioritize policies on compensation justice, distributive compensation justice, and procedural compensation justice. Ways that can be done by implementing a compensation system for employees based on the principle of fairness, fulfilling various needs and desires of employees related to their work activities, as well as providing interest, encouragement, and fair treatment in order to create a harmonious working relationship.

Referring to the limitations of the research above, further research needs to expand the study by developing a research model that includes independent, mediating, and moderating variables. Further research should consider using other data collection methods, such as interviews and observation. In addition, further research also needs to develop a broader object to produce better and more general and objective results.

C. Research Limitation

Based on the research hypothesis that had been planned previously, this study succeeded proving a significant direct effect of distributive

compensation justice and procedural compensation justice on job satisfaction. This study also succeeded proving a positive significant direct effect of distributive compensation justice on job performance. Furthermore, the independent variables in this study are limited to distributive compensation justice and procedural compensation justice. In addition, data collection methods or tools to examine causal relationships between research variables tend to use closed questionnaires, where the answers are already available. This can cause respondents' perceptions to tend to be directed to choose answers that are in accordance with the items asked in the questionnaire or not based on the experience or actual conditions of the respondents regarding their perceptions of the research variables.

