

## RINGKASAN

Penelitian terkait keadilan prosedural dan keadilan distributif terhadap kinerja telah banyak dilakukan, namun masih sedikit yang menguji tentang iklim etika pada hubungan variabel tersebut, serta penelitian pada konteks karyawan konstruksi. Penelitian ini merupakan penelitian survei dengan sifat asosiatif, yaitu menyelidiki hubungan pengaruh antar variabel yang diteliti. Teknik pengambilan sampel berupa *purposive sampling* dengan 130 responden. Analisis penelitian menggunakan *Partial Least Square* dengan bantuan aplikasi SmartPLS

Berdasarkan penelitian ini, didapatkan simpulan bahwa : 1) Keadilan Prosedural berpengaruh positif terhadap Kinerja, 2) Keadilan Distributif berpengaruh terhadap Kinerja, 3) Keadilan Prosedural berpengaruh terhadap Iklim Etika, 4) Keadilan Distributif berpengaruh terhadap Iklim Etika, 5) Iklim Etika tidak berpengaruh terhadap Kinerja, 6) Iklim Etika memediasi hubungan antara Keadilan Prosedural terhadap Kinerja, 7) Iklim Etika memediasi hubungan antara Keadilan Distributif terhadap Kinerja.

Rekomendasi selanjutnya, dapat menguji di berbagai bidang sektor bukan hanya konstruksi, serta menguji kembali variabel mediasi pada hubungan asosiatif pada variabel penelitian ini.

Kata kunci : keadilan prosedural, keadilan distributif, kinerja, iklim etika

## **SUMMARY**

*Research related to procedural justice and distributive justice on performance has been widely conducted, but there are still few who test the ethical climate on the relationship of these variables, as well as research in the context of construction employees. This research is a survey research with associative nature, which investigates the influence relationship between the variables studied. The sampling technique was purposive sampling with 130 respondents. The research analysis uses Partial Least Square with the help of the SmartPLS application.*

*Based on this research, it is concluded that: 1) Procedural Justice has a positive effect on Performance, 2) Distributive Justice affects Performance, 3) Procedural Justice affects Ethical Climate, 4) Distributive Justice affects Ethical Climate, 5) Ethical Climate has no effect on Performance, 6) Ethical Climate mediates the relationship between Procedural Justice and Performance, 7) Ethical Climate mediates the relationship between Distributive Justice and Performance.*

*Further recommendations, can test in various sectors not only construction, and re-examine the mediating variables in the associative relationship in this research variable.*

*Keywords: procedural justice, distributive justice, performance, ethical climate*