

RINGKASAN

Penelitian ini merupakan penelitian survei pada guru Sekolah Dasar Islam Terpadu (SDIT) yang berada di Kota Surakarta. Penelitian ini mengambil judul: “Pengaruh Keadilan Organisasi terhadap Perilaku Kerja Inovatif Dengan *Work Engagement* Sebagai Variabel Mediasi”.

Tujuan penelitian ini adalah untuk mengembangkan dan menguji Keadilan Prosedural, Keadilan Distributive, dan Keadilan Interaksional akan pengaruhnya terhadap Perilaku Kerja Inovatif yang diperluas dengan mempertimbangkan *Work Engagement* sebagai peran mediasi. Populasi dalam penelitian ini adalah semua Guru Sekolah Dasar Islam Terpadu (SDIT) yang berada di Kota Surakarta. Jumlah responden yang diambil dalam penelitian ini adalah 125 responden. Metode Sampling Jenuh digunakan dalam penentuan responden.

Berdasarkan hasil penelitian dan analisis data dengan menggunakan SEM (*Structural Equation Modelling*) menunjukkan bahwa: (1) Keadilan Prosedural memiliki pengaruh signifikan terhadap Perilaku Kerja Inovatif, (2) Keadilan Distributif tidak memiliki pengaruh signifikan terhadap Perilaku Kerja Inovatif, (3) Keadilan Interaksional memiliki pengaruh signifikan terhadap Perilaku Kerja Inovatif, (4) Keadilan Prosedural memiliki pengaruh signifikan terhadap *Work Engagement*, (5) Keadilan Distributif tidak memiliki pengaruh signifikan terhadap *Work Engagement*, (6) Keadilan Interaksional memiliki pengaruh signifikan terhadap *Work Engagement*, (7) *Work Engagement* memiliki pengaruh signifikan terhadap Perilaku Kerja Inovatif, (8) *Work Engagement* memediasi hubungan antara Keadilan Prosedural terhadap Perilaku Kerja Inovatif, (9) *Work Engagement* tidak memediasi hubungan antara Keadilan Distributif terhadap Perilaku Kerja Inovatif, (10) *Work Engagement* memediasi hubungan antara Keadilan Interaksional terhadap Perilaku Kerja Inovatif.

Implikasi dari kesimpulan di atas yaitu salah satu tugas utama sekolah dalam menumbuhkan keunggulan kompetitif melalui *work engagement* adalah menciptakan lingkungan kerja yang adil dan dapat dipercaya. Upaya membangun persepsi keadilan di antara guru, maka sekolah harus transparan dalam hal distribusi penghargaan dan pengakuan serta secara teratur berkomunikasi dengan guru, memberi tahu mereka tentang keputusan yang dibuat dan alasannya. Selain itu, sekolah harus mengadakan program pelatihan untuk kepala sekolah agar memperlakukan rekan kerja mereka (guru) secara adil dan sopan, dan untuk meningkatkan keterampilan kepala sekolah serta interpersonal mereka.

Kata Kunci: Keadilan Prosedural, Keadilan Distributif, Keadilan Interaksional, *Work Engagement*, Perilaku Kerja Inovatif.

SUMMARY

This research is a survey research on Integrated Islamic Elementary School (SDIT) teachers in Surakarta City. This research takes the title: "The Effect of Organizational Justice on Innovative Work Behavior with Work Engagement as a Mediating Variable".

The purpose of this research is to develop and examine Procedural Justice, Distributive Justice, and Interactional Justice that will influence the behavior of Innovative Work which is expanded by considering Work Engagement as a mediating role. The population in this study were all Integrated Islamic Elementary School (SDIT) teachers in in Surakarta City. The number of respondents taken in this study were 125 respondents. Saturated Sampling method is used in paying respondents.

Based on the results of research and data analysis using SEM (Structural Equation Modeling) shows that: (1) Procedural Justice has a significant effect on Innovative Work Behavior, (2) Distributive Justice has no significant effect on Innovative Work Behavior, (3) Interactional Justice has significant effect on Innovative Work Behavior, (4) Procedural Justice has a significant effect on Work Engagement, (5) Distributive Justice has no significant effect on Work Engagement, (6) Interactional Justice has a significant effect on Work Engagement, (7) Work Engagement has significant influence on Innovative Work behavior, (8) Work Engagement mediates the relationship between Procedural Justice on Innovative Work Behavior, (9) Work Engagement does not mediate the relationship between Distributive Justice on Innovative Work Behavior, (10) Work Engagement mediates the relationship between Interactional Justice on behavior Innovative Work.

The implication of the conclusions above is that one of the main tasks of schools in fostering competitive advantage through work engagement is to create a fair and trustworthy work environment. In order to build a sense of justice among teachers, schools must be transparent in terms of distribution of rewards and recognition and communicate comfortably with teachers, informing them of decisions made and responsibilities. In addition, schools should conduct training programs for principals to treat their colleagues (teachers) fairly and politely, and to improve their principals' and interpersonal skills.

Keywords: Procedural Justice, Distributive Justice, Interactional Justice, Work Engagement, Innovative Work Behavior.