

V. CONCLUSIONS AND IMPLICATIONS

A. Conclusion

1. Compensation significantly influence employee performance.
2. Compensation significantly influence work motivation.
3. Distributive justice has no significantly influence employee performance.
4. Distributive justice significantly influence employee performance.
5. Interactional justice has no significantly influence employee performance.
6. Interactional justice significantly influence employee performance
7. Work motivation positively mediate between compensation with employee performance.
8. Work motivation positively mediate between distributive justice with employee performance.
9. Work motivation positively mediate between interactional justice with employee performance.

B. Implication

As an effort to improve the employees' performance, management of Moro Mall Purwokerto needs to make a priority on compensation and motivation policies. The ways can be done by give the fair compensation in according to the work quality and quantity results of each employee, and give the opportunity for each employee to achieve the higher positions as well as

guarantee the continuity of their work in order to create the highest level of employees' job motivation.

In order to increase the employees' work motivation, management of Moro Mall Purwokerto needs to make priority on compensation, distributive justice, and interactional justice policies. The ways can be done by apply the compensation system for employees based on the fairness principle, meet the various employees' needs and desires related to their work activities, and so give the interest, encouragement and the fairly treatment in order to create the harmonious working relationships.

Refers to the limitations of this study above, further researches need to extend studies and develop the research model by incorporate the other independent variables, mediator and moderator variables. Further research needs to consider using the other methods of data collection, such as interview and observation. Additionally, further research also needs to develop the wider object to produce the better result and more generally and objectively.

C. Limitation of the Study

Based on the research hypotheses which have been planned before, this study failed to prove the significant direct effect of distributive justice as well as interactional justice on employee performance. Furthermore, independent variables within study is limited to compensation, distributive and interactional justice. Additionally, method or tool of data collection to

test the causal relationship between variable of this research tend to use a closed questionnaire, where the answer is already available. It can lead to the respondents' perception tend to be directed to choose the appropriate answers with items asked in questionnaire, or not based on the actual experience or condition of respondent related to their perception toward the research variables.