**ANALISIS *PAY FAIRNESS* PADA PT POS INDONESIA PLEMBURAN YOGYAKARTA**

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# **Abstrak**

Penelitian ini bertujuan untuk mengetahui *pay fairness* di PT. Pos Indonesia Plemburan Yogyakarta. Sampel yang digunakan dalam penelitian ini berjumlah 45 orang, dengan teknik sampling *aksidental*. Metode yang digunakan dalam penelitian ini yaitu metode kuantitatif. Data pada penelitian ini diperoleh dari hasil pnyebaran angket mengenai pay fairness di PT. Pos Indonesia Plemburan Yogyakarta. Hasil penelitian menunjukkan nilai rata-rata terbesar dari subvariabel keadilan prosedural yaitu sebesar 3,16 dalam kategori cukup setuju. Nilai rata-rata terbesar dari subvariabel keadilan distributif yaitu sebesar 3,36 dalam kategori cukup setuju. Sehingga dapat disimpulkan bahwa sebagian besar karyawan merasa nyaman karena telah telah mendapat *Pay fairness* yang sesuai dari PT. Pos Indonesia Plemburan Yogyakarta dan PT. Pos mampu memberikan tanggung jawab perusahaan serta memperhatikan karyawan.

**Kata Kunci :** *Pay Fairness, Keadilan Prosedural, Keadilan Distributif*



***PT POS INDONESIA PLEMBURAN, YOGYAKARTA***

***PAY FAIRNESS ANALYSIS***

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# ***Abstract***

*This study aims to determine the pay fairness at PT. Pos Indonesia overtime in Yogyakarta. The sample used in this study amounted to 45 people, with accidental sampling technique. The method used in this research is quantitative method. The data in this study were obtained from the results of the distribution of a questionnaire regarding pay fairness at PT. Pos Indonesia overtime in Yogyakarta. The results showed that the largest average value of the procedural justice sub-variable was 3.16 in the category of moderately agree. The largest average value of the distributive justice subvariable is 3.36 in the category of moderately agree. So it can be concluded that most employees feel comfortable because they have received the appropriate Pay fairness from PT. Pos Indonesia Plemburan Yogyakarta and PT. Pos is able to provide corporate responsibility and pay attention to employees.*

***Kata Kunci :*** *Pay Fairness, Procedural Justice, Distributive Justice*