

Pengaruh Talent Development terhadap Job Satisfaction, Job Performance, dan Affective Commitment dengan dimediasi oleh Distributive Justice dan dimoderasi Procedural Justice pada Karyawan Lembaga Regulator Industri Keuangan (LARIK) Indonesia = The Effect of Talent Development on Job Satisfaction, Job Performance, and Affective Commitment mediated by Distributive Justice and moderated by Procedural Justice on Employees of the Indonesian Financial Industry Regulatory Institution (LARIK)

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Abstrak

Tantangan perekonomian Indonesia saat ini semakin kompleks sehingga peran regulator industri keuangan menjadi sangat penting karena kebijakan yang diambil berdampak pada seluruh rakyat dan kredibilitas pemerintah. Dalam melaksanakan peran tersebut diperlukan karyawan yang kompeten sehingga harus dipastikan pengembangan karyawan melalui talent development dilakukan dengan perencanaan dan strategi yang baik. Pelaksanaan talent development dan persepsi keadilan yang dirasakan karyawan dapat mempengaruhi job satisfaction, task performance, dan affective commitment karyawan. Tujuan penelitian untuk mengetahui pengaruh implementasi talent development terhadap job satisfaction, task performance, dan affective commitment dengan distributive justice sebagai mediator dan procedural justice sebagai moderator di Lembaga Regulator Industri Keuangan (LARIK) Indonesia dengan Structural Equation Modeling (SEM). Data penelitian didapatkan dari 464 karyawan LARIK dengan kuesioner online. Penelitian menemukan bahwa talent development berpengaruh positif terhadap job satisfaction, task performance, dan affective commitment. Penelitian juga mengungkapkan bahwa distributive justice memediasi parsial pengaruh dimaksud. Hasil lainnya yaitu procedural justice memoderasi hubungan distributive justice terhadap job satisfaction, task performance, dan affective commitment. Selanjutnya, implikasi manajerial dan praktikal dari temuan tersebut didiskusikan.

.....The challenges of the Indonesian economy are currently increasingly complex, so the role of the financial industry regulator is very important because the policies taken have an effect on all people and the credibility of the government. In carrying out this role, competent employees are needed so it must be ensured that employee development through talent development is carried out with good planning and strategy. The application of talent development and perceptions of employee fairness can effect job satisfaction, task performance, and affective commitment. This research purposes to determine the impact of talent development implementation on job satisfaction, task performance, and employee affective commitment with distributive justice as a mediator and procedural justice as a moderator in the Indonesian Financial Industry Regulatory Institution (LARIK) with structural equation modeling. The research data were obtained from 464 LARIK employees using an online questionnaire. Research has found that talent development has a positive effect on job satisfaction, task performance, and affective commitment. Research also reveals that distributive justice mediates this partial effect. Another result is procedural justice moderating the relationship of distributive justice to job satisfaction, task performance, and affective commitment. Next, the managerial and practical implications of these findings are discussed.