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Judul karya ilmiah (artikel) : The modelling of participative procedural justice to improve employee job satisfaction using structural equation modeling (Empirical Study on Textile Industry and Products in West Java) Asep Qutolani, Suharnomo, Lala Irviana, Imam Ghozali  
 Jumlah Penulis : 4 orang  
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 Nama Penulis : **Dr. Suharnomo, SE, M.Si**

Identitas : a. Nama Jurnal : International Journal of Civil Engineering and Technology (IJCIET)  
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Semarang, 2019

Reviewer 1



Prof. Dr. Sugeng Wahyudi, MM  
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Semarang, 30 Agustus 2019

Reviewer 2,



Prof. Drs. Agusty Tae Ferdinand, MBA, DBA  
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## THE modelling of participative procedural justice to improve employee job satisfaction using structural equation modeling (Empirical Study on Textile Industry and Products in West Java) (Article)

Qutolani, A., Suharnomo, Irviana, L., Ghozali, I.

Faculty of Economics and Business, Diponegoro University Kampus Tembalang, Semarang, Indonesia

### Abstract

View references (42)

The present study aimed to develop the concept of and fill the gap between the compensation system and job satisfaction, in order to improve employee performance. This gap has been caused by the contradictory findings in research into the influence of compensation on job satisfaction. A new proposition has therefore been offered through this study, that is, the use of Participative Procedural Justice as a tool in bridging the gap. Seven hypotheses have been developed and tested using the data gathered from 232 respondents who were the representatives of workers' unions in the textile and textile product industry in West Java. Data analysis was conducted using Structural Equation Model (SEM) run by statistics software SPSS 16 and AMOS 16.0. The results showed that 4 hypotheses were significant while the other 3 were insignificant. Since this study proves that participative procedural justice is a valid mediation variable, it can then be employed as a human resource tool to improve employee job satisfaction. The current research has tested a new concept which plays a role in mediating the relationship between compensation and employee job satisfaction. Further, this research has also conducted a test on the variables of labor union representative support, organizational support in enhancing participative procedural justice, which will affect work satisfaction and finally can improve employee performance. © IAEME Publication.

### SciVal Topic Prominence ⓘ

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### Author keywords

Employee Performance Job Satisfaction Labor Union Representative Support Organizational Support  
Participative Procedural Justice Structural Equation Modeling

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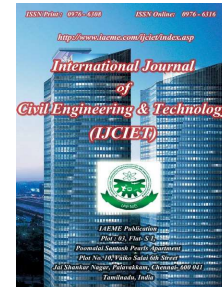
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