Influence Of Distributive, Procedural And Interactional Justice On Employee Satisfaction
(Case Study In The National Parliament Of Timor-Leste)

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Abstract

Role and Organization The National Parliament of Timor-Leste is a sovereign body which is constitutionally established "representing all citizens of Timor-Leste, with legislative, supervisory and political decision-making powers" (Article 92 of the RDTL Constitution). The powers and competences of the National Parliament, its relationship with other sovereign organs and the state, respects the principle of separation and interdependence of powers, and the rights and duties of the Deputy are provided for in three fundamental diplomas: the Constitution of the Republic. Democratic Republic of Timor-Leste, Rules of Procedure of the National Parliament and Statutes of Deputies. The purpose of this study was to analyze and explain the effect of distributive, procedural and interactional justice on job satisfaction of the employees of the Timor-Leste National Parliament. This research is a quantitative research. The data sources in this study are primary data and secondary data. The sample used in this study were 85 employees. The sampling technique used a saturated sample, that is, all of the population was used as a sample. As for the level of explanation (level of clarity) this researcher uses an associative problem formulation. The data collection method uses a questionnaire (questionnaire) and the data analysis techniques used in this study are the classical assumption test, hypothesis testing, and multiple linear regression analysis. The results of the research conducted indicate that the composite reliability values of the three variables that make up the research model are all above 0.70. This means that all the reflexive indicators that make up the research model are reliable.

Keywords: Distributive, Procedural, Interactional Justice On Employee Satisfaction

INTRODUCTION

Role and Organization The National Parliament of Timor-Leste is a sovereign body which is constitutionally established "representing all citizens of Timor-Leste, with legislative, supervisory and political decision-making powers" (Article 92 of the RDTL Constitution). The powers and competences of the National Parliament, its relationship with other sovereign organs and the state, respects the principle of separation and interdependence of powers, and

the rights and duties of the Deputy are provided for in three fundamental diplomas: the Constitution of the Republic. The Democratic Republic of Timor-Leste, the Rules of Procedure of the National Parliament and the Statutes of the Deputies.

Along with other sovereign organs- the President of the Republic, Parliament, Government and Courts are pillars of a democratic regime and play a central role in the system of government designed in the Constitution. The purpose of this page is to enable citizens to gain a better understanding of the National Parliament and thereby contribute on the informed exercise of their constitutional rights. The power of the National Parliament in addition to its function of representing all citizens of Timor Leste, Parliament is the legislative body, where lies the supreme law-making power, allied with Government initiatives, and control of the Government's legislative actions, which can in certain circumstances be summoned to this legislative organ so that its actions can be investigated.

The problem of injustice often results in dissatisfaction which if not resolved immediately can lead to deviant behavior in the workplace. According to Aquino et al., (1999) various deviant behaviors in the workplace (such as: arriving late, ignoring orders from superiors, or using organizational goods outside their authority) are forms of deviation that are carried out consciously to disrupt the organization. Injustice will only eliminate the bonds between members of the organization, it is very painful for the individual and dangerous for the organization (Cropanzano et al., 2007).

Judgments of fairness in organizations have an impact on a person's attitudes and reactions. Everyone certainly wants fair treatment both in terms of distribution and procedures or referred to as distributive justice and procedural justice (Tjahjono, 2007). Distributive justice refers to the number of sources of income or rewards that are distributed among employees. Distributive justice relates to fairness in the allocation of income sources when compared to procedural justice which focuses on fairness in the decision-making process (Milkovich & Newman, 2005; So, the focus of procedural justice is on the attention of employees, namely how the procedure for making these decisions can be carried out.

Business performance so far is still often ignored by entrepreneurs, even though to be able to know the extent of success in carrying out their activities, it must be known how these activities are carried out. many new food stalls have sprung up that offer their own specialties and uniqueness and cause consumers to be more selective in choosing the food

stalls they want. Food stalls that have been around for a long time must be able to compete, so as not to lose customers.

Similarly, Whisenant and Smucker (2006) conducted research on the effect of organizational justice and job satisfaction. The results of his research state that there is a positive influence between distributive, procedural, and interactional justice with job satisfaction. Various studies that have been conducted to empirically examine the effect of organizational justice on job satisfaction described above conclude that one of the determinants of job satisfaction is organizational justice. Based on this, this research takes the topic "The effect of distributive, procedural and interactional justice on job satisfaction of permanent employees of the National Parliament in Timor-Leste". It is intended to analyze how employees perceive organizational justice and its effect on employee job satisfaction. Judging from several monitoring results, because the staff working in the National Parliament is approaching 12 years, they are very doubtful about the work they are doing because they have been working for a long time but their careers will not improve until now.

RESEARCH METHODS
Location

This research was conducted on all employees of the Chief of Department and Director employees at the National Parliament office, where the objects in this study were distributive justice, procedural justice, organizational interaction and job satisfaction.

Population and Sample
Population

The population of this study were all employees of the chief of department and director in the National Parliament office, as many as 145 employees. Based on the total population, then the number of samples is determined.

Sample

Determination of the number of samples that are considered representative, as many as 85 respondents. Determination of the sample size of 85 employees will be taken proportionally in each office in the National Parliament. The sampling technique used in this

research is proportional stratified random sampling, which is sampling based on the number of employees in each office.

Data Collection Techniques

For data collection in the field, the data collection technique used is a questionnaire (questionnaire) which is a data collection technique carried out by giving a set of questions or written statements to respondents to answer. Questionnaires are efficient data collection techniques if the researcher knows for sure the variables to be measured and knows what to expect from the respondents (Sugiyono, 2010).

1. Interviews were conducted with the chief of department and Director employees at the National Parliament office.

2. Questionnaire, by using several closed questions given to all employees of the chief of department and Director in the office of the National Parliament.

Research Instruments and Data Measurement scale

The main instrument of this research is a questionnaire which is given directly to civil servants under the Ministry of Education of Timor Leste. Meanwhile, to measure the respondent's perception of the question items using a measurement scale with a Likert scale. Variations in scores with this scale are: (5) strongly agree, (4) agree, (3) neutral, (2) disagree, and (1) strongly disagree. The score obtained is then searched for the average score per respondent to be distributed based on certain criteria so that the distribution of the answers can be predicted.

Validity and Reliability Test

Validity test is intended to determine and measure whether the measuring instrument used is really appropriate to measure the object (instrument) being measured.

While the reliability test aims to determine the reliability of a measuring instrument and its consistency if it is used to measure the same object more than twice.

Instrument Validity Test

Validity test is used to determine whether a measurement instrument is valid or not. Validity is the degree to which a measuring instrument is able to measure what it is supposed to measure. The principle of validity contains two elements that cannot be separated, namely accuracy and thoroughness. A valid measuring instrument is not only able to express the data correctly but also must provide a careful description of the data. Whether or not an instrument is valid can be seen from the value of the correlation coefficient between the item scores and the total score. The high and low validity of the instrument shows the extent to which the data collected does not deviate from the description of the variable in question. The instrument validity test in this study used the product momment correlation with a cut off of 0.30 (Hair et al. 2010).

Instrument Reliability Test

Reliability means the level of confidence in the results of a measurement. In other words, a measurement that has high reliability is one that is able to provide reliable measurement results. To test the level of reliability, Croanbach's coefficient alpha is usually used which indicates how far the items in the study are positively correlated with each other. The Croanbach's alpha value ranges from 0 to 1. Reliability refers to the value of Croanbach's alpha with a cut off of 0.60

Table 4.2

Validity and Reliability Test Results

No	Variabel	Item	Validity	Description	Reliability	Description
1	**Influence Of Distributive** *(X)*	**Wage / Salary (X1.1)**				
		X1.11	0,764	*Valid*	0,803	*Reliabel*
		X1.12	0,743	*Valid*		
		X1.13	0,722	*Valid*		
		X1.14	0,690	*Valid*		
		Promotion Opportunity (X1.2)				
		X1.21	0,945	*Valid*	0,818	*Reliabel*
		X1.22	0,831	*Valid*		

No	Variabel	Item	Validity	Description	Reliability	Description
		Work colleague *(X1.3)*				
		X1.31	*0,668*	*Valid*	*0,726*	*Reliabel*
		X1.32	*0,780*	*Valid*		
		X1.33	*0,689*	*Valid*		
		X1.34	*0,624*	*Valid*		
		Supervision *(X1.4)*				
		X1.41	*0,750*	*Valid*	*0,723*	*Reliabel*
		X1.42	*0,735*	*Valid*		
		X1.43	*0,687*	*Valid*		
		X1.44	*0,603*	*Valid*		
		The Work Itself **(X1.5)**				
		X1.51	*0,695*	*Valid*	*0,611*	*Reliabel*
		X1.52	*0,576*	*Valid*		
		X1.53	*0,546*	*Valid*		
		X1.54	*0,611*	*Valid*		
2	*Influence Of Procedural (X2)*	X2.1	*0,587*	*Valid*	*0,806*	*Reliabel*
		X2.2	*0,653*	*Valid*		
		X2.3	*0,709*	*Valid*		
		X2.4	*0,775*	*Valid*		
		X2.5	*0,725*	*Valid*		
3	*Influence Of Interactional Justice (X3)*	X3.1	*0,760*	*Valid*	*0,833*	*Reliabel*
		X3.2	*0,860*	*Valid*		
		X3.3	*0,832*	*Valid*		
		X3.4	*0,811*	*Valid*		
		X3.5	*0,722*	*Valid*		
4	*Employee Satisfaction (Y)*	Y1	*0,831*	*Valid*	*0,859*	*Reliabel*
		Y2	*0,835*	*Valid*		
		Y3	*0,792*	*Valid*		

No	Variabel	Item	Validity	Description	Reliability	Description
		Y4	0,708	*Valid*		

Source: Appendix 2 (Data Processed 2020)

Based on Table 4.2 above, it can be seen that the research instrument used has a validity value> 30 and a reliability value> 60 so that the items in this study are said to be valid and reliable.

RESULT AND DISCUSSION

Data Analysis Method

Descriptive Analysis

Descriptive analysis serves to describe or provide an overview of the object under study through sample or population data as it is, without analyzing and making conclusions that apply to the public (Sugiyono, 2008). Descriptive analysis is intended to determine the characteristics and responses of respondents to the questions on the questionnaire. In this analysis technique, all the variables studied are described using the average value and the percentage of the respondents' answer scores.

Partial Least Square (PLS) Analysis

This study uses a variance based or component based approach with Partial Least Square (PLS). If the structural model to be analyzed meets the recursive model and the latent variables have formative, reflexive, or mixed indicators, then the most appropriate approach is PLS. In PLS the structural model of the relationship between latent variables is called the inner model, while the measurement model (reflexive or formative) is called the outer model. The PLS method is used with consideration because the sample size is not too large where the sample members are the same as the population members.

Data analysis and structural equation modeling using PLS software are as follows:

Designing a Structural Model (Inner Model). The Inner Model or Structural Model describes the relationship between latent variables based on substantive theory. The design of the Structural Model of the relationship between latent variables is based on the formulation of the problem or research hypothesis as illustrated in Figure 4.1. following.
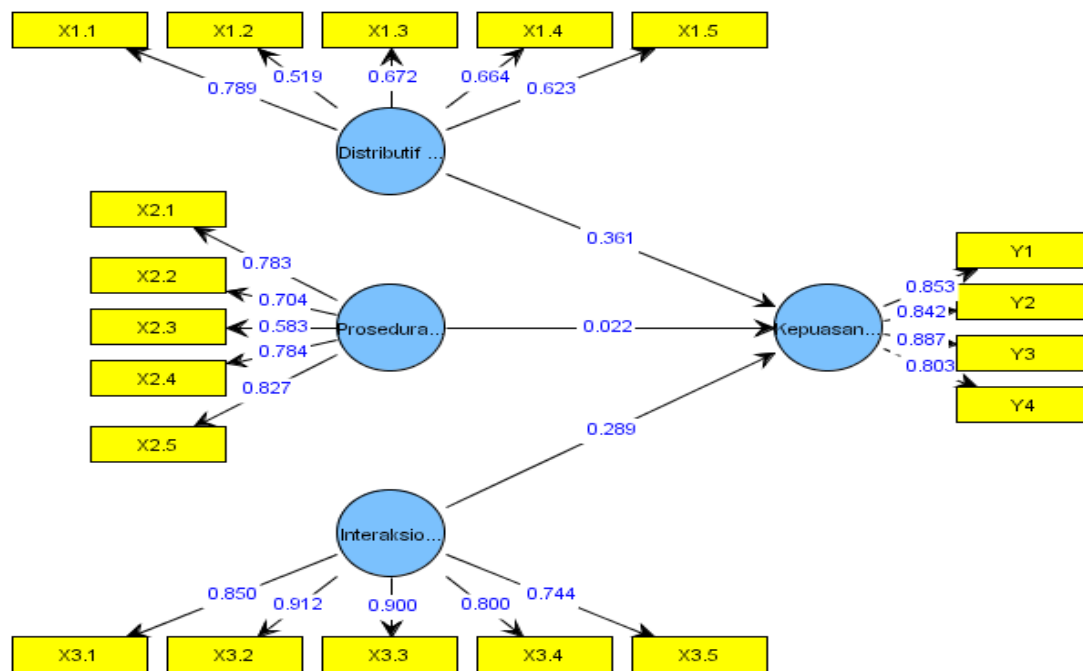
Figure 4.1

Analysis Flowchart

1) Designing the Measurement Model (Outer Model). The Outer Model defines how each indicator block relates to its latent variable. Measurement Model Design determines the indicator properties of each latent variable, whether reflexive or formative, based on the operational definition of the variable.

2) Estimation: Weight, Path Coefficient, and Loading. The parameter estimation method (estimation) in PLS is the least square method. The calculation process is carried out by iteration, where the iteration will stop when convergent conditions have been reached.

3) Evaluation of Goodness of Fit. Goodness of Fit Model was measured using R2 (R-square) on the dependent latent variable with the same interpretation as the regression. R2 predictive relevance for the structural model measures how well the observed values are generated by the model and also the estimated parameters.

a) Goodness of Fit-Outer Model

1) Convergent validity, the correlation between reflexive indicator scores and latent variable scores. This study uses a loading of 0.5 to 0.6 is considered sufficient, because it is the initial stage of developing a measurement scale and the number of indicators per construct is not large, ranging from three to seven indicators.

2) Discriminant validity, measuring reflexive indicators based on cross loading with latent variables. Another method is to compare the value of the square root of average variance extracted (AVE) of each construct with the correlations between other constructs in the model. If the initial measurement values of the two methods are better than the values of the other constructs in the model, it can be concluded that the construct has a good discriminant validity value or vice versa. Accordingly, it is recommended that the measurement value should be greater than 0.50.

3) Composite reliability, a measurement of the block indicator that measures the internal consistency of the construct forming indicators, shows the degree that indicates common latent (unobserved). The accepted limit value for the composite reliability level is 0.7 although it is not an absolute standard.

b) Evaluation of Goodness of Fit - Inner Model

The measurement uses R-square dependent latent variable with the same interpretation as regression. Q-Square predictive relevance for the construct model that measures how well the observed values are generated by the model and its parameter estimates. Q-Square value > 0 indicates the model has predictive relevance. On the other hand, if the Q-Square value < 0, it shows that the model lacks predictive relevance. Q-Square calculation is done by the formula:

$Q2 = 1 – (1 – R12) (1 – R22) ... (1- Rp2)$

R12, R22 ... Rp2 is the R-square of exogenous variables in the equation model. The structural model of the Partial Least Square (PLS) predictive approach was evaluated with R-square for the dependent construct, on the contrary Q-square test for predictive.

CONCLUSION

From the results of research and testing that has been carried out by researchers about the effect of product innovation, entrepreneurial characteristics and competitiveness on the performance of restaurant businesses in Dili, Timor Leste. The product innovation variable is in the high category which is characterized by product line expansion items, imitation/imitation products and new products. Entrepreneurial Characteristics variables are in the moderate category which is characterized by items of confidence, task and result oriented, courage to take risks, leadership, originality, creativity and innovation. the competitiveness

variable is in the high category which is characterized by competitive price items, product quality, competitive advantage. business performance variables are in the very high category which is indicated by the items of acceptance, profit and sales volume.

The product innovation variable has a positive and partially significant effect on the performance of the food stall business in Dili, Timor Leste. The entrepreneurial characteristic variable has a positive and partially significant effect on the performance of the food stall business in Dili, Timor Leste. The competitiveness variable has a positive and partially significant effect on the performance of the food stall business in Dili, Timor Leste.

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