THE RELATIONSHIP OF PERCEPTIONS OF INJUSTICE AND RETALIATION IN OUTSOURCING WORKERS IN BEKASI CITY

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ABSTRACT

Outsourcing is a company that takes a tender for work to a shareholder or company that has funds, where the company that takes the tender does work that is not the main job in the company and the wage system or rewards that the worker gets depends on the agreement with the company that gets the tender (not from companies that have funds) (Novalius, 2019). However, there are problems that arise with the outsourcing system, including the company not providing job guarantees to workers and providing cheap wages, companies have the freedom to recruit or unilaterally terminate employment contracts for workers in certain situations to avoid losses. This triggers a perception of injustice by workers. The aim of this researcher is to determine whether or not there is a relationship between perceptions of injustice and retaliation among outsourced workers in the city of Bekasi. The type of research used is quantitative with correlational methods. The subjects used were 118 employees with outsourcing status in Bekasi City. Pearson product moment correlation technique. Based on the results of the correlation test that has been carried out between the retaliation variables and perceptions of injustice, there is a relationship. This correlation is positive, a positive value of the correlation coefficient indicates that there is a unidirectional relationship between the two variables. This means that if the perception of injustice is high, then retaliation will also be high, and vice versa, if the perception of injustice is low, then retaliation will also be low.

Keywords: Perception of Injustice, Retaliation, Outsourced Workers.