

ABSTRACT

The more complex and competition in service industries has forced top managers to seek the most appropriate strategies to win the competition. One strategy to achieve success in the service industry, namely the application of justice compensation plays an important role in the empowerment of human resources, as in the service industry, the potential of human resources to spearhead the company's success. So far, research on justice still minimal compensation, for which the need for research that addresses fairness in compensation as the main topic.

Research "Qualitative Analysis Case Study Implementation of Justice Compensation in PT. Jasa Raharja (Persero) Branch in Central Java" make PT. Jasa Raharja (Persero) Branch in Central Java as an object of study the implementation of justice compensation. PT. Jasa Raharja (Persero) is used as a research object because it already has offices spread throughout Indonesia which is shaped Persero SOEs but who have rights and obligations other than as a government company also has rights and obligations as the company in general, so it can be used as one example or views to justice compensation that is currently happening in Indonesia.

The study aims to analyze and determine the extent to which the implementation of equity compensation applied by the company and how the company justice. Research "Qualitative Analysis Case Study Implementation of Justice Compensation in PT. Jasa Raharja (Persero) Branch in Central Java" made against employees of PT. Jasa Raharja (Persero) Branch Central Java using the case study method. The data used in this study is a data company documentation, literature data and interview data. This type of study is a qualitative research. Sampling was done by purposive that is based on the criteria of the job field, position level and years of service. Data analysis was done using data reduction analysis by observing the validity of the data that has been obtained. Subjects in the study "Qualitative Analysis Compensation Justice Implementation Case Study at PT. Jasa Raharja (Persero) Branch in Central Java" is an employee of PT. Jasa Raharja (Persero) Branch Central Java judged to meet the criteria of the field of employment, position level and years of service in accordance with the purpose of research.

Fairness of compensation are highlighted in this recent research is the fairness of compensation which was held on the company's management system that covers payroll components contained in the company with which has been felt by employees towards the implementation of management systems at other companies. The result is PT. Jasa Raharja (Persero) Branch in Central Java has implemented justice compensation well to the company's management system so that the original purpose of the company applying equity compensation is a step towards the empowerment of human resources / personnel of the company achieved by improving the performance of the company, employee motivation,

the formation of a always conducive work climate, and low levels of discrimination among employees.

Keyword: Justice Compensation