

ABSTRACT

The large number of lecturers and system changes that occur requires the organization to continue to make updates and development needs to be done regularly. In addition, the implementation of the Tel U Point Dosen system at Telkom University still get pros and cons opinions as well as increasing lecturer feedback every period which shows that the implementation of the Tel U Point system is still not appropriate. In addition, whether the implementation of Tel U Point can increase employee engagement and whether the assessment determined is considered fair or not.

The purpose of this study was to determine how much the level of acceptance of the Tel U Point Dosen system, how much the level of distributive justice felt by each lecturer, how much the level of employee engagement lecturers to the organization and the effect of acceptance of the Tel U Point Dosen system to distributive justice and employee engagement.

Research using quantitative methods. Data collection techniques using questionnaires distributed to lecturers at Telkom University, as many as 263 employees. The sampling technique uses simple random sampling. The results of the study were interpreted using descriptive analysis and using Structural Equation Modeling (SEM) data analysis techniques that were processed with SmartPLS 3.0.

The results showed that the acceptance of the performance appraisal system had a positive and significant effect on distributive justice with a value of 18,099 and the acceptance of the performance appraisal system also had an influence on employee engagement significantly and positively with a value of 9,332.

Keywords: Acceptance of Performance Appraisal System, Distributive Justice, Employee Engagement.