

Pengaruh Forced Distribution Rating System (FDRS) Terhadap Job Performance: Peran Mediasi Effort, Stress, Procedural Justice, dan Distributive Justice. Studi pada Pegawai Kantor Pusat Bank Indonesia = The Effect of Forced Distribution Rating System (FDRS) on Job Performance: The Mediating Role of Effort, Stress, Procedural Justice, and Distributive Justice Empirical. Study at Bank Indonesia Head Office Employees

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Abstrak

Job performance atau kinerja pegawai dianggap penting karena dapat berkontribusi terhadap efektivitas organisasi. Salah satu cara untuk mengoptimalkan kinerja adalah dengan merancang penilaian kinerja yang benar dan melaksanakannya dengan baik sehingga karyawan akan termotivasi dalam melakukan pekerjaan dan tanggung jawabnya. Terdapat beberapa model pengukuran kinerja pegawai, salah satunya yaitu Forced Distribution Rating System (FDRS). Tujuan utama penelitian ini adalah untuk menilai pengaruh FDRS terhadap job performance yang di mediasi oleh effort, stress, procedural justice, dan distributive justice. Data awal penelitian diperoleh melalui kuesioner secara daring maupun luring kepada 500 responden, setelah dilakukan cleansing dan filter awal didapatkan 380 responden. Pengolahan data metode kuantitatif dengan menggunakan Covariance-Based Structural Equation Modeling (CBSEM) dengan metode Confirmatory Factor Analysis (CFA) menggunakan aplikasi LISREL 8.8. Hasil pengujian menunjukkan bahwa Forced Distribution Rating System (FDRS) memiliki pengaruh positif yang signifikan terhadap effort, procedural justice, dan distributive justice. Effort terbukti berpengaruh signifikan terhadap job performance, sedangkan procedural justice dan distributive justice juga memiliki hubungan positif yang kuat dengan job performance. Effort secara signifikan memediasi hubungan antara FDRS dan job performance, sementara procedural justice dan distributive justice juga menjadi mediator penting. Sebaliknya, FDRS tidak berpengaruh signifikan terhadap stress, dan stress tidak memediasi hubungan antara FDRS dan job performance. Temuan ini menggarisbawahi pentingnya pendekatan berbasis keadilan dalam implementasi sistem evaluasi seperti FDRS untuk mendukung kinerja karyawan secara optimal.

.....Job performance or employee performance is considered important because it can contribute to organisational effectiveness. One way to optimise performance is to design the right performance appraisal and carry it out properly so that employees will be motivated in doing their work and responsibilities. There are several models of measuring employee performance, one of which is the Forced Distribution Rating System (FDRS). The main purpose of this study is to assess the effect of FDRS on job performance mediated by effort, stress, procedural justice, and distributive justice. Initial research data was obtained through online and offline questionnaires to 500 respondents, after cleansing and initial filters, 380 respondents were obtained. Quantitative method data processing using Covariance-Based Structural Equation Modelling (CBSEM) with Confirmatory Factor Analysis (CFA) method using LISREL 8.8 application. The test results show that the Forced Distribution Rating System (FDRS) has a significant positive effect on effort, procedural justice, and distributive justice. We have proven that effort significantly influences job performance, and that procedural justice and distributive justice also have a strong positive

relationship with job performance. Effort significantly mediates the relationship between FDRS and job performance, while procedural justice and distributive justice are also important mediators. In contrast, FDRS does not have a significant effect on stress, and stress does not mediate the relationship between FDRS and job performance. These findings underscore the importance of a justice-based approach in implementing an evaluation system such as FDRS to support optimal employee performance.