

Hasil penelitian ini memberikan rekomendasi bagi penelitian selanjutnya untuk memperluas cakupan variabel, serta mempertimbangkan pendekatan longitudinal dan variasi konteks organisasi guna memperkuat generalisasi temuan. Implikasi praktis bagi manajemen adalah pentingnya menjadikan keadilan organisasi sebagai landasan dalam setiap kebijakan dan memastikan proses pengambilan keputusan, distribusi sumber daya, dan komunikasi berlangsung secara adil, transparan, serta partisipatif. Manajemen juga perlu membangun iklim kerja yang memberdayakan melalui pelibatan karyawan, pelatihan, dan peningkatan otonomi kerja guna memperkuat kesiapan terhadap perubahan.

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