

ABSTRACT

The research aims to discussing organizational justice which includes distributive justice compensation, procedural justice compensation and affective commitment and affective commitment as mediation of employee performance.

The research population is all of the staffs (140 people) Bando Indonesia Tangerang Company. The data was collected through survey by giving questions or questionnaire directly to the respondents. The data analysis employed SEM (Structural Equation Modeling) operated by AMOS 21 program.

The research shows that distributive justice compensation has positive significance to the affective commitment. In the contrary, procedural justice compensation does not have positive significance to the affective commitment and employee performance. In addition affective commitment and distributive justice compensation have significant influence to the employee performance.

Keywords: *distributive justice compensation, procedural justice compensation, affective commitment, affective commitment, employee performance*