

ABSTRAK

Tujuan dilakukannya penelitian ini adalah untuk mengetahui pengaruh *organizational justice* (*distributive justice, procedural justice, interactional justice*) berpengaruh terhadap *employee performance* pada PT. Gojek divisi accounting & tax. Untuk mengetahui *affective commitment* dapat memediasi hubungan antara *organizational justice* (*distributive justice, procedural justice, interactional justice*) terhadap *employee performance* pada PT. Gojek divisi accounting & tax. Populasi pada penelitian ini adalah karyawan PT. Gojek divisi accounting & tax yang berjumlah 42 responden. Teknik pengambilan sampel menggunakan teknik sensus. Teknik analisis yang digunakan adalah Partial Least Square (PLS). Hasil pengujian membuktikan bahwa terdapat pengaruh *organizational justice* (*distributive justice, procedural justice, interactional justice*) berpengaruh terhadap *employee performance* pada PT. Gojek divisi accounting & tax. *Affective commitment* belum memediasi hubungan antara *organizational justice* (*distributive justice, procedural justice, interactional justice*) terhadap *employee performance* pada PT. Gojek divisi accounting & tax. Artinya hubungan *organizational justice* (*distributive justice, procedural justice, interactional justice*) terhadap *employee performance* melalui *affective commitment* merupakan pengaruh secara partially mediated.

Kata kunci: *organizational justice* (*distributive justice, procedural justice, interactional justice*), *affective commitment*, *employee performance*

ABSTRACT

The purpose of this study was to determine the effect of distributive justice, procedural justice, on employee performance on PT. Gojek division accounting & tax. To know affective commitment can mediate the relationship between organizational justice (distributive justice, procedural justice, interactional justice) to employee performance on PT. Gojek divisi accounting & tax. The population in this study were Gojek employees on accounting & tax divisions totaling are 42 respondents. The sampling technique uses census techniques. The analysis technique used is Partial Least Square (PLS). The test results prove that there is an influence of distributive justice (procedural justice, interactional justice) influencing employee performance on PT. Gojek divisi accounting & tax. Affective commitment has not mediated the relationship between organizational justice (distributive justice, procedural justice, interactional justice) to employee performance on PT. Gojek divisi accounting & tax. This means that the relationship of organizational justice (distributive justice, procedural justice, interactional justice) to employee performance through affective commitment is partially mediated influence.

Key word: organizational justice (distributive justice, procedural justice ,interactional justice), affective commitment, employee performance.