

## DAFTAR PUSTAKA

- Abubakar, A. M., Behravesh, E., Rezapouraghdam, H., & Yildiz, S. B. (2019). Applying artificial intelligence technique to predict knowledge hiding behavior. *International Journal of Information Management*, 49(October 2018), 45–57. <https://doi.org/10.1016/j.ijinfomgt.2019.02.006>
- Aflah, K. N., Suharnomo, S., Mas'ud, F., & Mursid, A. (2021). Islamic Work Ethics and Employee Performance: The Role of Islamic Motivation, Affective Commitment, and Job Satisfaction. *Journal of Asian Finance, Economics and Business*, 8(1), 997–1007.  
<https://doi.org/10.13106/jafeb.2021.vol8.no1.997>
- Agosto, A., & Giudici, P. (2020). Short Communication COVID - 19 contagion and digital finance. *Digital Finance*, 2(1), 159–167.  
<https://doi.org/10.1007/s42521-020-00021-3>
- Aguinis, H. (2019). Performance Management. In *Wiley*.
- Ahmad, I., Shehzad, K., & Zafar, M. A. (2014). *Impact of CSR on Dimensions of Job Performance with Mediating Effect of Impact of CSR Perception on Dimensions of Job Performance with Mediating Effect of Overall Justice Perception. August*.
- Ahmed, S. F., Eatough, E. M., & Ford, M. T. (2018). Relationships between illegitimate tasks and change in work-family outcomes via interactional justice and negative emotions. *Journal of Vocational Behavior*, 104(March 2016), 14–30. <https://doi.org/10.1016/j.jvb.2017.10.002>
- Allen, T. D., & Meyer, J. (1990). Commitment in the Workplace: Theory, Research, and Application. *Commitment in the Workplace: Theory, Research, and Application*, 9(3), 309–312.  
<https://doi.org/10.4135/9781452231556>
- Alshamrani, M. (2017). The Relationship between Leader Member Exchange, Job Satisfaction and Affective Commitment, Gender-Similarity Roles in the Segregated Work Environment in the Kingdom of Saudi Arabia (KSA). *International Journal of Business and Management*, 12(5), 1.  
<https://doi.org/10.5539/ijbm.v12n5p1>
- Arifin, A. H., Raza, H., Saputra, J., Puteh, A., & Sofyan. (2020). The mediating role of organizational commitment: A supply chain management for examining the effect of quality of work life and job satisfaction on employee performance. *International Journal of Supply Chain Management*, 9(4), 255–256.
- Bamiati, R. F. (2020). Pengaruh Distributive Justice dan Procedural Justice Terhadap Employee Engagement pada PT. X dengan Affective Commitment sebagai Variabel Mediasi. *Jurnal Ekbis*, 21(2), 97.  
<https://doi.org/10.30736/je.v21i2.506>
- Bass, B. M., & Avolio, B. J. (2004). Leadership style in organizations. *Industrial/Organizational Psychology*, 1, 15.
- Carmeli, A., Gilat, G., & Waldman, D. A. (2007). The role of perceived organizational performance in organizational identification, adjustment and job performance. *Journal of Management Studies*, 44(6), 972–992.  
<https://doi.org/10.1111/j.1467-6486.2007.00691.x>
- Carpini, J. A., Parker, S. K., & Griffin, M. A. (2015). *A Look Back and a Leap*

- Forward: A Review and Synthesis of the Individual Work Performance Literature.*
- Carpini, J. A., Parker, S. K., & Griffin, M. A. (2017). A look back and a leap forward: A review and synthesis of the individual work performance literature. In *Academy of Management Annals* (Vol. 11, Issue 2). <https://doi.org/10.5465/annals.2015.0151>
- Chan, S. H. J., & Lai, H. Y. I. (2017). Understanding the link between communication satisfaction, perceived justice and organizational citizenship behavior. *Journal of Business Research*, 70, 214–223. <https://doi.org/10.1016/j.jbusres.2016.08.017>
- Chanana, N. (2021). The impact of COVID- 19 pandemic on employees organizational commitment and job satisfaction in reference to gender differences. *Journal of Public Affairs*, May. <https://doi.org/10.1002/pa.2695>
- Charoensap, A., Virakul, B., Senasu, K., & Ayman, R. (2018). Effect of Ethical Leadership and Interactional Justice on Employee Work Attitudes. *Journal of Leadership Studies*, 12(4), 7–26. <https://doi.org/10.1002/jls.21574>
- Charoensukmongkol, P. (2021). Supervisor-subordinate guanxi and emotional exhaustion: The moderating effect of supervisor job autonomy and workload levels in organizations. *Asia Pacific Management Review*, xx(xxxx). <https://doi.org/10.1016/j.apmrv.2021.05.001>
- Chaudhry, A., Vidyarthi, P. R., Liden, R. C., & Wayne, S. J. (2020). Two to Tango? Implications of Alignment and Misalignment in Leader and Follower Perceptions of LMX. *Journal of Business and Psychology*. <https://doi.org/10.1007/s10869-020-09690-8>
- Chin, W. (2000). Partial Least Squares for Is Researchers: an Overview and Presentation of Recent Advances Using the Pls Approach. *Proceedings of the 21st International Conference on Information Systems, ICIS 2000*, 741–742.
- Clercq, D. De, & Azeem, M. U. (2021). Unpacking the relationship between procedural justice and job performance. *Management Decision*, 59(9), 2183–2199. <https://doi.org/10.1108/MD-09-2019-1211>
- Colquitt, J. A., Scott, B. A., Rodell, J. B., Long, D. M., Zapata, C. P., Conlon, D. E., & Wesson, M. J. (2013). Justice at the millennium, a decade later: A meta-analytic test of social exchange and affect-based perspectives. *Journal of Applied Psychology*, 98(2), 199–236. <https://doi.org/10.1037/a0031757>
- Colquitt, J. A., Wesson, M. J., Porter, C. O. L. H., Conlon, D. E., & Ng, K. Y. (2001). Justice at the millennium: A meta-analytic review of 25 years of organizational justice research. *Journal of Applied Psychology*, 86(3), 425–445. <https://doi.org/10.1037/0021-9010.86.3.425>
- Colquitt JA, Lepine JA, W. M. (2015). *Organizational Behaviour: Improving Performance and Commitment in The Workplace* (Fourth Edi).
- De Clercq, D., Ul Haq, I., & Azeem, M. U. (2020). Unpacking the relationship between procedural justice and job performance. *Management Decision*, 59(9), 2183–2199. <https://doi.org/10.1108/MD-09-2019-1211>
- Dey, T., & Mukhopadhyay, S. (2018). Influence of behavioral intentions, affective trust and affective commitment on knowledge sharing behavior. *International Journal of Knowledge Management*, 14(2), 37–51. <https://doi.org/10.4018/IJKM.2018040103>
- Dhaouadi, K., & Sliti, F. (2022). Organizational Justice and Affective

- Commitment in the Post-Revolution Tunisian Context: The Role of Employment Type. *Journal of African Business*, 23(2), 454–479.  
<https://doi.org/10.1080/15228916.2020.1842707>
- Diamantidis, A. D., & Chatzoglou, P. (2019). Factors affecting employee performance: an empirical approach. *International Journal of Productivity and Performance Management*, 68(1), 171–193.  
<https://doi.org/10.1108/IJPPM-01-2018-0012>
- Donglong, Z., Taejun, C., Julie, A., & Sanghun, L. (2019). The structural relationship between organizational justice and organizational citizenship behavior in university faculty in China : the mediating effect of organizational commitment. *Asia Pacific Education Review*, 0123456789.  
<https://doi.org/10.1007/s12564-019-09617-w>
- Donglong, Z., Taejun, C., Julie, A., & Sanghun, L. (2020). The structural relationship between organizational justice and organizational citizenship behavior in university faculty in China: the mediating effect of organizational commitment. *Asia Pacific Education Review*, 21(1), 167–179.  
<https://doi.org/10.1007/s12564-019-09617-w>
- Dunn, W. R., Lyman, S., & Marx, R. (2003). Research methodology. *Arthroscopy - Journal of Arthroscopic and Related Surgery*, 19(8), 870–873.  
[https://doi.org/10.1016/S0749-8063\(03\)00705-9](https://doi.org/10.1016/S0749-8063(03)00705-9)
- Eisenberger, R., Karagonlar, G., Stinglehamer, F., Neves, P., Becker, T. E., Gonzalez-Morales, M. G., & Steiger-Mueller, M. (2010). Leader-Member Exchange and Affective Organizational Commitment: The Contribution of Supervisor's Organizational Embodiment. *Journal of Applied Psychology*, 95(6), 1085–1103. <https://doi.org/10.1037/a0020858>
- Eisenberger, R., Malone, G. P., & Presson, W. D. (2016). Optimizing Perceived Organizational Support to Enhance Employee Engagement. *SHRM-SIOP Science of HR Series Optimizing*.
- Flach, L. (2014). *Use or abuse of improvisation in organizations?”, Creativity and Innovation Management. Vol. 23 No.*
- Fornell, C., & Larcker, D. F. (1981). Structural Equation Models with Unobservable Variables and Measurement Error: Algebra and Statistics. *Journal of Marketing Research*, 18(3), 382–388.
- Games, D., Hidayat, T., Fhardilha, J., Fernando, Y., & Sari, D. K. (2022). The Impact of Trust, Knowledge Sharing, and Affective Commitment on SME Innovation Performance. *Journal of Governance and Integrity*, 5(2), 267–274. <https://doi.org/10.15282/jgi.5.2.2022.7184>
- Gauri, D. K., Jindal, R. P., Ratchford, B., Fox, E., Bhatnagar, A., Pandey, A., Navallo, J. R., Fogarty, J., Carr, S., & Howerton, E. (2021). Evolution of retail formats: Past, present, and future. *Journal of Retailing*, 97(1), 42–61.  
<https://doi.org/10.1016/j.jretai.2020.11.002>
- Gemedo, H. K., & Lee, J. (2020). Leadership styles, work engagement and outcomes among information and communications technology professionals: A cross-national study. *Heliyon*, 6(4), e03699.  
<https://doi.org/10.1016/j.heliyon.2020.e03699>
- Gupta, S., Rajiah, P., Middlebrooks, E. H., Baruah, D., Carter, B. W., Burton, K. R., Chatterjee, A. R., & Miller, M. M. (2018). Systematic Review of the Literature: Best Practices. *Academic Radiology*, 25(11), 1481–1490.

- <https://doi.org/10.1016/j.acra.2018.04.025>
- Ha, J. P., & Ha, J. (2015). Organizational justice-affective commitment relationship in a team sport setting: The moderating effect of group cohesion - ERRATUM. *Journal of Management and Organization*, 21(4), 548. <https://doi.org/10.1017/jmo.2015.2>
- Hafiz, S. S., Maqsood, M. I., & Shaheen, A. (2015). Impact of organizational justice on job performance in libraries: Mediating role of leader-member exchange relationship. *Library Management*, 1(36), 70–85.
- Hair J, Marko S, Christian MR, S. P. (2017). *Advanced Issues in Partial Least Squares Structure Equation Modelling*. SAGE Publishing.
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2010). *Multivariate Data Analysis* (Seventh). Pearson Prentice Hall.
- Hair, J. F., Sarstedt, M., Hopkins, L., & Kuppelwieser, V. G. (2014). Partial least squares structural equation modeling (PLS-SEM): An emerging tool in business research. *European Business Review*, 26(2), 106–121. <https://doi.org/10.1108/EBR-10-2013-0128>
- Hair, J. F., Sarstedt, M., Ringle, C. M., & Mena, J. A. (2012). An assessment of the use of partial least squares structural equation modeling in marketing research. *Journal of the Academy of Marketing Science*, 40(3), 414–433. <https://doi.org/10.1007/s11747-011-0261-6>
- Han, S. T., Nugroho, A., Kartika, E. W., & Kaihatu, T. S. (2012). Komitmen Afektif Dalam Organisasi Yang Dipengaruhi Perceived Organizational Support dan Kepuasan Kerja. *Jurnal Manajemen Dan Kewirausahaan*, 14(2), 109–117.
- Heale, R., & Twycross, A. (2015). Validity and reliability in quantitative studies. *Evidence-Based Nursing*, 18(3), 66–67. <https://doi.org/10.1136/eb-2015-102129>
- Henseler, J., Ringle, C. M., & Sarstedt, M. (2014). A new criterion for assessing discriminant validity in variance-based structural equation modeling. *Journal of the Academy of Marketing Science*, 43(1), 115–135. <https://doi.org/10.1007/s11747-014-0403-8>
- Hidayah, T., & Tobing, D. S. K. (2018). The influence of job satisfaction, motivation, and organizational commitment to employee performance. *International Journal of Scientific and Technology Research*, 7(7), 122–127.
- Hidayat, R., & Graha, A. N. (2021a). The Role of Organizational Commitment in Employee Performance. *Proceedings of the 2nd Annual Conference on Social Science and Humanities (ANCOSH 2020)*, 542(1), 383–394. <https://doi.org/10.2991/assehr.k.210413.060>
- Hidayat, R., & Graha, A. N. (2021b). The Role of Organizational Commitment in Employee Performance. *Proceedings of the 2nd Annual Conference on Social Science and Humanities (ANCOSH 2020)*, 542(Ancosh 2020), 261–266. <https://doi.org/10.2991/assehr.k.210413.060>
- Ichsan, R. N., Surianta, E., & Nasution, L. (2020). Pengaruh Disiplin Kerja Terhadap Kinerja Pegawai Negeri Sipil (PNS) di Lingkungan Ajudan Jenderal Daerah Militer. *Jurnal Darma Agung*, 28(2), 187–210.
- Im, J., Chung, Y. K., & Qin, D. D. (2022). Exploring diversity , equity , and inclusion in hospitality and tourism firms through the organizational justice and stakeholder theories. *Tourism Management*, 95(October 2022), 104662.

- Jahanzeb, S., De Clercq, D., & Fatima, T. (2021). Organizational injustice and knowledge hiding: the roles of organizational dis-identification and benevolence. *Management Decision*, 59(2), 446–462.  
<https://doi.org/10.1108/MD-05-2019-0581>
- Jale, M.-P., Jeanne, L. R., & Turhan, E. (2017). The moderating role of individual variables in the relationship between organizational justice and organizational commitment. *Personnel Review*.
- Jang, J., Lee, D. W., & Kwon, G. (2019). An Analysis of the Influence of Organizational Justice on Organizational Commitment. *International Journal of Public Administration*, 00(00), 1–9.  
<https://doi.org/10.1080/01900692.2019.1672185>
- Jang, J., Lee, D. W., & Kwon, G. H. (2021). An Analysis of the Influence of Organizational Justice on Organizational Commitment. *International Journal of Public Administration*, 44(2), 146–154.  
<https://doi.org/10.1080/01900692.2019.1672185>
- Jawahar, I. M., & Carr, D. (2007). Conscientiousness and contextual performance: The compensatory effects of perceived organizational support and leader-member exchange. *Journal of Managerial Psychology*, 22(4), 330–349.  
<https://doi.org/10.1108/02683940710745923>
- Johari, J., Tan, F. Y., & Zukarnain, Z. I. T. (2016). Autonomy, workload, worklife balance and job performance teachers. *International Journal for Researcher Development*, 7(1), 63–83.
- John R. Scermerhom, J. dkk. (2012). *organizational behavior* ( intrnational student Version (ed.); 12th ed.).
- Kaur, P. (2020). Role Stress and Affective Commitment: Mediator Analysis of Employee Satisfaction. *Vision*, 24(4), 471–480.  
<https://doi.org/10.1177/0972262920942673>
- Kawiana, I. G. P. (2018). The influence of organizational culture, employee satisfaction, personality, and organizational commitment towards employee performance. *International Research Journal of Management, IT and Social Sciences*, 5(3), 35–45. <https://doi.org/10.21744/irjmis.v5i3.666>
- Khan, S. K., Memon, M. A., & Ramayah, T. (2018). Leadership and innovative culture influence on organisational citizenship behaviour and affective commitment: The mediating role of interactional justice. *International Journal of Business and Society*, 19(3), 725–747.
- Kharimah, F. L., & Agus, F. (2019). Pengaruh LMX terhadap Kinerja dan POS sebagai Variabel Intervening pada PT PLN UID Jatim. *Ilmu Manajemen*, 7(3), 885–894.
- Kim, M., & Park, S. (2015). *The influence of organizational justice perceptions on organizational commitment in the female correctional official - focused on the mediating role of job satisfaction*. 66, 145–168.
- Kim, M. and Beehr, T. A. (2020). “Making the case for procedural justice: employees thrive and work hard.” *Journal of Managerial Psychology*, Vol. 35 No.
- Kim, W., & Park, J. (2017). Examining structural relationships between work engagement, organizational procedural justice, knowledge sharing, and innovative work behavior for sustainable organizations. *Sustainability (Switzerland)*, 9(2). <https://doi.org/10.3390/su9020205>

- Kivipöld, K., Türk, K., & Kivipöld, L. (2021). Performance appraisal, justice and organizational effectiveness: a comparison between two universities. *International Journal of Productivity and Performance Management*, 70(1), 87–108. <https://doi.org/10.1108/IJPPM-05-2019-0229>
- Kolodinsky, R. W., Ritchie, W. J., & Kuna, W. A. (2018). Meaningful engagement: Impacts of a “calling” work orientation and perceived leadership support. *Journal of Management and Organization*, 24(3), 406–423. <https://doi.org/10.1017/jmo.2017.19>
- Krishnan, R., Loon, K. W., Ahmad, N. A. F. binti, & Yunus, N. A. S. (2018). Examining the Relationship between Organizational Justice and Job Performance. *International Journal of Academic Research in Business and Social Sciences*, 8(3), 484–495. <https://doi.org/10.6007/ijarbss/v8-i3/3942>
- Krishnan, R., Loon, K. W., Azreen, N., & Alim, N. (2018). *Examining the Relationship between Organizational Justice and Job Performance* *Examining the Relationship between Organizational Justice and Job Performance*. 8(3), 484–495. <https://doi.org/10.6007/IJARBSS/v8-i3/3942>
- Kurtessis, J. N., Eisenberger, R., Ford, M. T., Buffardi, L. C., Stewart, K. A., & Adis, C. S. (2017). Perceived Organizational Support: A Meta-Analytic Evaluation of Organizational Support Theory. *Journal of Management*, 43(6), 1854–1884. <https://doi.org/10.1177/0149206315575554>
- Lee, H., & Chui, J. (2019). The mediating effect of interactional justice on human resource practices and organizational support in a healthcare organization. *Journal of Organizational Effectiveness*, 6(2), 129–144. <https://doi.org/10.1108/JOEPP-10-2018-0085>
- Li, Y. (2020). Linking organizational justice to affective commitment: the role of perceived supervisor support in Chinese higher education settings. *Asia-Pacific Journal of Teacher Education*, 48(3), 237–250. <https://doi.org/10.1080/1359866X.2018.1542660>
- Lim, B. T. H., & Loosemore, M. (2017). The effect of inter-organizational justice perceptions on organizational citizenship behaviors in construction projects. *International Journal of Project Management*, 35(2), 95–106. <https://doi.org/10.1016/j.ijproman.2016.10.016>
- Liu, F., Chow, I. H. S., & Huang, M. (2020). High-performance work systems and organizational identification: The mediating role of organizational justice and the moderating role of supervisor support. *Personnel Review*, 49(4), 939–955. <https://doi.org/10.1108/PR-10-2018-0382>
- Lona, W. A., Fanggidae, R. E., Nursiani, N. P., & Maak, C. (2020). The Influence of Emotional Intelligence, Intellectual Intelligence, Spiritual Intelligence on Employee Performance. *Journal of Arkeology Egypt*, 17(6), 10930–10939. <https://doi.org/10.2991/aebmr.k.201212.076>
- Luxmi, & Yadav, V. (2011). Reciprocal Effect of Perceived Organizational Support on Organizational Commitment: A Study of School Teachers. *Management and Labour Studies*, 36(2), 175–186. <https://doi.org/10.1177/0258042x1103600204>
- Matteson, M. L., Ming, Y., & Silva, D. E. (2021). The relationship between work conditions and perceptions of organizational justice among library employees. *Library and Information Science Research*, 43(2), 101093. <https://doi.org/10.1016/j.lisr.2021.101093>

- Meyer, J.P. and Allen, N. J. (2014). A three-component conceptualization of organizational commitment". *Human Resource Management Review*, Vol. 1 No.
- Meyer, J. P., Allen, N. J., & Smith, C. A. (1993). Commitment to Organizations and Occupations: Extension and Test of a Three-Component Conceptualization. *Journal of Applied Psychology*, 78(4), 538–551. <https://doi.org/10.1037/0021-9010.78.4.538>
- Mira, M. S., Choong, Y. V., & Thim, C. K. (2019). The effect of HRM practices and employees' job satisfaction on employee performance. *Management Science Letters*, 9(6), 771–786. <https://doi.org/10.5267/j.msl.2019.3.011>
- Mohsen, M. (2015). Organizational Commitment and Job Satisfaction in the Hotel Industry: A Case Study in KSA Hotels. *Journal of Association of Arab Universities for Tourism and Hospitality*, 12(1), 167–177. <https://doi.org/10.21608/jaauth.2015.67415>
- Mohsin, Y. K., Waqar, A., & Madiha, S. (2020). *Mediating role of Job Satisfaction between Organizational Justice and Organizational Citizenship Behavior: Empirical Evidence from Pharmaceutical industry of Pakistan*. 10(1), 1–13.
- Mohsin Yasin Khan<sup>1</sup>, Waqar Akbar \*<sup>1, 2</sup> and Madiha Shaikh<sup>1</sup>. (2020). *Mediating role of Job Satisfaction between Organizational Justice and Organizational Citizenship Behavior: Empirical Evidence from Pharmaceutical industry of Pakistan*. 10(1), 1–13.
- Motowidlo, S. J., & Kell, H. J. (2012). Job Performance. *Handbook of Psychology, Second Edition*, 82–103. <https://doi.org/10.1002/9781118133880.hop212005>
- N. Allen, & J. Meyer. (1990). The measurement and antecedents of affective, continuance and normative commitment to the organization. *Journal of Occupational Psychology*, 63, 1–18.
- Nagin, D. S., & Telep, C. W. (2017). *Procedural Justice and Legal Compliance*. February, 1–24. <https://doi.org/10.1146/annurev-lawsocsci-110316-113310>
- Nasurdin, A. M. S. L. K. (2017). Organizational justice, age, and performance connection in Malaysia. *International Journal of Commerce and Management*, Vol. 21 No, 273–290.
- Nazir, O., & Islam, J. U. (2017). Enhancing organizational commitment and employee performance through employee engagement: An empirical check. *South Asian Journal of Business Studies*, 6(1), 98–114. <https://doi.org/10.1108/SAJBS-04-2016-0036>
- Nisula, A.-M. and Kianto, A. (2016). The role of knowledge management practices in supporting employee capacity for improvisation. ", *International Journal of Human Resource Management*, Vol. 27 No.
- Nugroho, Y. A., Asbari, M., Purwanto, A., Basuki, S., Sudiyono, R. N., Fikri, M. A. A., Hulu, P., Mustofa, Chidir, G., Suroso, & Xavir, Y. (2020). Transformational Leadership and Employees' Performance: the Mediating Role of Motivation and Work Environment. *EduPsyCouns: Journal of Education, Psychology and Counseling*, 2(1), 438–460.
- Ohana, M. (2014). "A multilevel study of the relationship between organizational justice and affective commitment", *Personnel Review*, Vol. 43 No.
- Okoyo, P. V. (2016). The effect of human resource development on

- organizational productivity. *International Journal of Academic Research in Business and Social Sciences*, 250-268.
- Oubrich, M., Hakmaoui, A., Benhayoun, L., Solberg Söilen, K., & Abdulkader, B. (2021). Impacts of leadership style, organizational design and HRM practices on knowledge hiding: The indirect roles of organizational justice and competitive work environment. *Journal of Business Research*, 137(August), 488–499. <https://doi.org/10.1016/j.jbusres.2021.08.045>
- Owens BP, Wayne EB, Dana MDS, K. S. (2016). Relational Energy at Work: Implications for Job Engagement and Job Performance. *Journal of Applied Psychology*, 101(1):35–. <https://doi.org/doi:10.1037/apl0000032>.
- Peraturan Presiden Republik Indonesia. Nomor 81 Tahun 2010 Tentang Grand Design Reformasi Birokrasi 2010-2025.
- Pradana, F. R., Tjahjono, H. K., & Nuryakin, N. (2021). Increasing Knowledge Transfer to Employees Through Organizational Justice with Affective Commitment as Mediator. *Jurnal Manajemen Bisnis*, 12(2), Layouting. <https://doi.org/10.18196/mb.v12i2.11397>
- Rafael, G., Gonçalves, G., Santos, J., Orgambídez-Ramos, A., & Sousa, C. (2017). Explanatory contribution of social responsibility and organizational justice on organizational commitment: An exploratory study in a higher public education institution. *Polish Psychological Bulletin*, 48(4), 470–480. <https://doi.org/10.1515/ppb-2017-0054>
- Rahman, M. H. A., & Karim, D. N. (2022). Organizational justice and organizational citizenship behavior: the mediating role of work engagement. *Heliyon*, 8(5), e09450. <https://doi.org/10.1016/j.heliyon.2022.e09450>
- Raveendran, T., & Gamage, A. S. (2019). The Mediating Effect of Organizational Commitment in the Impact of Transformational Leadership Style on Employee Performance: A Study of Divisional Secretariats in the Jaffna District. *International Journal of Human Resource Studies*, 9(2), 116. <https://doi.org/10.5296/ijhrs.v9i2.14623>
- Rifai, H. A. (2005). A Test of the Relationships among Perceptions of Justice, Job Satisfaction, Affective Commitment and Organizational Citizenship Behavior. *Gadjah Mada International Journal of Business*, 7(2), 131. <https://doi.org/10.22146/gamaijb.5574>
- Robbin, S. P., & Judge, T. A. (2013). *Organizational Behavior* (15th ed.). Copyright © 2013, 2011, 2009, 2007, 2005 by Pearson Education, Inc., publishing as Prentice Hall . All.
- Rowland, C. A., & Hall, R. D. (2012). Organizational justice and performance: Is appraisal fair? *EuroMed Journal of Business*, 7(3), 280–293. <https://doi.org/10.1108/14502191211265334>
- Salim Al Idrus, A. (2019). The role of job satisfaction as a mediating variable on leadership styles to employee performance. *Jurnal Ekonomi Modernisasi*, 5(2), 117–126.
- Schumacher, D., Schreurs, B., Cuyper, N. De, & Grosemans, I. (2020). The ups and downs of felt job insecurity and job performance : The moderating role of informational justice. *International Journal of Work, Health and Organisations*, 0(0), 1–22. <https://doi.org/10.1080/02678373.2020.1832607>
- Sekaran, U., & Bougie, R. (2016). *Research Methods for Business: A Skill-Building Approach*, 6th Edition.

- Shan, S. (2015). Impact of organizational justice on job performance in libraries Mediating role of leader-member exchange relationship. *The Eletronic Library*, 34(1), 1–5.
- Sharma, J., & Dhar, R. L. (2016). Factors influencing job performance of nursing staff: Mediating role of affective commitment. *Personnel Review*, 45(1), 161–182. <https://doi.org/10.1108/PR-01-2014-0007>
- Sharma, P. K., & Kumra, R. (2020). Relationship between workplace spirituality, organizational justice and mental health: mediation role of employee engagement. *Journal of Advances in Management Research*, 17(5), 627–650. <https://doi.org/10.1108/JAMR-01-2020-0007>
- Sharma, S., Prakash, G., Kumar, A., Mussada, E. K., Antony, J., & Luthra, S. (2021). Analysing the relationship of adaption of green culture, innovation, green performance for achieving sustainability: Mediating role of employee commitment. *Journal of Cleaner Production*, 303, 127039. <https://doi.org/10.1016/j.jclepro.2021.127039>
- Stamenkovic, S., Njegovan, B. R., & Vukadinovic, M. S. (2018). Intra-national diversity Perception of organizational justice and ethical. *Organizational Justice and Ethical Climate*. <https://doi.org/10.1108/CCSM-05-2017-0061>
- Stamenkovic, S., Ratkovic Njegovan, B., & Vukadinovic, M. S. (2018). Intra-national diversity: Perception of organizational justice and ethical climate in organizations in Serbia. *Cross Cultural and Strategic Management*, 25(3), 425–442. <https://doi.org/10.1108/CCSM-05-2017-0061>
- Sudarma, K., & Murniasih, E. (2016). Pengaruh Persepsi Dukungan Organisasi dan Kompensasi pada Kinerja Karyawan Dimediasi Komitmen Afektif. *Management Analysis Journal*, 5(1), 24–35.
- Sufian, T. S. (2019). The Effect of Organizational Justice on Employees' Affective Commitment. *Modern Applied Science*, 13(2), 42. <https://doi.org/10.5539/mas.v13n2p42>
- Suliman, A., & Kathairi, M. Al. (2013). Organizational justice, commitment and performance in developing countries: The case of the UAE. *Employee Relations*, 35(1), 98–115. <https://doi.org/10.1108/01425451311279438>
- Supartha, W. G., Sihombing, I. H. H., & Sukerti, N. N. (2019). *The Mediating Role of Organizational Commitment and The Moderating Role of Service Climate*. 72(Icbmr 2018), 160–165. <https://doi.org/10.2991/icbmr-18.2019.27>
- Swalhi A, Saloua Z, M. H. (2017). The influence of organizational justice on job performance the mediating effect of affective commitment. *Journal of Management Development*, 36 (4):542. <https://doi.org/doi:10.1108/JMD-11-2015-0162>
- Swalhi, A., Zgoulli, S., & Hofaidhllaoui, M. (2017). The influence of organizational justice on job performance: The mediating effect of affective commitment. *Journal of Management Development*, 36(4), 542–559. <https://doi.org/10.1108/JMD-11-2015-0162>
- Sweet, M. K., Witt, A. L., & Shoss, K. M. (2015). The Interactive Effect of Leader-Member Exchange and Perceived Organizational Support on Employee Adaptive Performance. *Journal of Organizational Psychology*, 15(1), 49–62.
- Tjahyono, A., & Christanto, C. V. (2017). Analisa Pengaruh Perceived

- Organizational Support Terhadap Komitmen Afektif, Komitmen Normatif, dan Komitmen Berkelanjutan Pada Karyawan di Hotel X. *Jurnal Hospital Dan Manajemen Jasa*, 5(2), 238–251.
- Tomas M. Hult, Sarstedt, M., & Ringle, C. M. (2015). A primer on partial least squares structural equation modeling (PLS-SEM). *International Journal of Research & Method in Education*, 38(2), 220–221.  
<https://doi.org/10.1080/1743727x.2015.1005806>
- Trincado-Munoz, F., Valenzuela-Fernández, L., & Hebles, M. (2020). The role of organizational justice in the customer orientation–performance relationship. *Academia Revista Latinoamericana de Administracion*, 33(2), 277–297.  
<https://doi.org/10.1108/ARLA-03-2019-0086>
- Ugwu, E. S., Okafor, C. O., Onyishi, I. E., Casimir, A., & Chinedu, E. C. (2018). Perceived Organizational Politics, Support and Workplace Incivility of Supervisor as Predictors of Turnover Intention. *Open Journal of Political Science*, 08(04), 547–560. <https://doi.org/10.4236/ojps.2018.84034>
- Wan, H. L., Sulaiman, M., & Omar, A. (2012). Procedural justice in promotion decisions of managerial staff in Malaysia. *Asia Pacific Business Review*, 18(1), 99–121. <https://doi.org/10.1080/13602380903424167>
- Wang, M., Guo, T., Ni, Y., Shang, S., & Tang, Z. (2019). The effect of spiritual leadership on employee effectiveness: An intrinsic motivation perspective. *Frontiers in Psychology*, 9(JAN), 1–11.  
<https://doi.org/10.3389/fpsyg.2018.02627>
- Wang, X., Liao, J., Xia, D., & Chang, T. (2010). The impact of organizational justice on work performance: Mediating effects of organizational commitment and leader-member exchange. *International Journal of Manpower*, 31(6), 660–677. <https://doi.org/10.1108/01437721011073364>
- Westover, J. H. (2014). *Leading Innovative Organizations Series* (Creative Commons Attribution-NonCommercial ShareAlike 3.0 License (ed.)). HCI Press, Library of Congress Cataloging-in-Publication Data.
- Williams, L. J., & Anderson, S. E. (1991). Job Satisfaction and Organizational Commitment as Predictors of Organizational Citizenship and In-Role Behaviors. *Journal of Management*, 17(3), 601–617.  
<https://doi.org/10.1177/014920639101700305>
- Williams, S. (2014). The Effects of Distributive and Procedural Justice on Performance. *The Journal of Psychology, November 2014*, 37–41.  
<https://doi.org/10.1080/00223989909599732>
- Williams, S. (2017). *The Journal of Psychology : Interdisciplinary and Applied The Effects of Distributive and Procedural Justice on Performance*. November 2014, 37–41. <https://doi.org/10.1080/00223989909599732>
- Yeh, H., & Hong, D. (2018). The Mediating Effect of Organizational Commitment on Leadership Type and Job Performance. *Journal of World Economic Research*, 7(1), 14. <https://doi.org/10.11648/j.jwer.20180701.12>
- Yongxing, G., Hongfei, D., Baoguo, X., & Lei, M. (2017). Work engagement and job performance: The moderating role of perceived organizational support. *Anales de Psicología*, 33(3), 708–713.  
<https://doi.org/10.6018/analesps.33.3.238571>
- Yuliani, F., Syahrul, L., Lukito, H., & Hidayat, T. (2021). Affective Commitment in Questions ; Does LMX , POS , and Job Satisfaction being Answer ?

*Enrichment: Journal of Management*, 12(1), 120–125.

