

**DISTRIBUTIVE JUSTICE, JOB SATISFACTION AND
ORGANIZATIONAL COMMITMENT AS ANTECEDENT OF
EMPLOYEE PERFORMANCE**

THESIS

Thesis Proposal is submitted as one of the requirement for a Bachelor Degree in
Management Department - Faculty of Economic



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ABSTRACT

The study is aimed to investigate the effects of distributive justice, job satisfaction and organizational commitment toward employee performance. The population of research included 80 employees at BPJS Health Branch Padang, and this research data is in the form of primary data sourced from the questionnaire by using census technique. Using a Smart Partial Least Square, the results of this study indicate that distributive justice variables have a positive and significant effect on job satisfaction, but do not have a significant effect on commitment and performance. Job satisfaction variable has a positive and significant effect on commitment and performance, and organizational commitment variable has a significant influence on performance. Managerial implications, limitations and directions for future research are provided in the study.

Keywords: Distributive Justice, Job Satisfaction, Organizational Commitment, Employee Performance.

This thesis already examined and passed on January 15th, 2019. This abstract already approved by supervisor and examiners:

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