

## **ABSTRACT**

One of the tasks and functions of Semarang Coastal Radio Station of Second Class Navigation District is broadcasting the navigation information. There is a high number of absence frequency in informing the weather indicates that there is a problem in the organization. The problem could be related to the employee commitment to the organization. There is also a high number of the employees who are absent when they were supposed to be on guard. This indicates that there could be a lack of job satisfaction. Based on the problem, this research aiming on the analysis of the impacts of procedural and distributive justice on the job satisfaction and organizational commitment.

To confirm the impacts, a study on 80 people who are the employees of Semarang Coastal Radio Station of Second Class Navigation District. Data about the distributive justice, procedural justice, job satisfaction, and organizational commitment is obtained through an interview with questionnaires. Then the data collection is analyzed by using a path analysis method.

The path analysis result shows that job satisfaction significantly mediate the impact of distributive justice and procedural justice on the organizational commitment where the procedural justice gives the biggest impact.

Based on the result of the hypotheses test it is noted that in order to improve the employees' commitment to the organization we can try to improve the job satisfaction through the procedural justice.

**Keywords : Distributive justice, procedural justice, job satisfaction, organizational commitment**