

ABSTRACT

Job performance is the key to the success of an organization. High job performance will make an increase in the performance of the company or the organization itself. Therefore, it is important for the leaders to oversee job performance and also to pay attention to the acquisition of employees so they are more motivated to work. This study looks at job performance in terms of organizational justice (distributive, procedural, and interactional) and leader-member exchange, which is received by employees. In this research, a questionnaire was distributed to 270 administrative staff of private universities in Bengkulu province, with data returning as many as 150 questionnaires, and 129 of those questionnaires could be processed. The data is then processed using SEM (Standard Equation Modeling) with Amos 24 software.

The results showed that distributive justice, procedural justice and interactional justice and leader-member exchange had a significant effect on affective commitment. Interactional justice and leader-member exchange had a significant effect on job performance, as well as affective commitment also had a significant effect on job performance. Distributive and procedural justice, however, did not have a significant effect on job performance.

Keywords: *Distributive Justice, Procedural Justice, Interactional Justice, Leader-Member Exchange, Affective Commitment, and Job Performance.*