

ABSTRACT

The purpose of this research is to test the influences of compensation justice and leadership style on job satisfaction to impact employees performance. The research problem is how to improve the performance of employees through compensation justice and leadership style and job satisfaction ?

The samples size of this research is 149 employees PT. Kereta Api Indonesia (Persero). Using the Structural Equation Modeling (SEM). The Result show that compensation justice and leadership style on job satisfaction to impact employees performance.

The empirical findings indicate that effect of compensation justice on job satisfaction are significant; the effect of leadership style on job satisfaction are significant; the effect of compensation justice on employees performance are insignificant; the effect of leadership style on employees performance are insignificant; and the effect of job satisfaction on employees performance are significant.

Keywords : compensation justice, leadership style, job satisfaction, and employees performance.