

ABSTRACT

This study aims to analyze the effects of transformational leadership, organizational justice, and job satisfaction on organizational commitment at PT. Dan Liris Garment Division, a company operating in the textile industry in Central Java. The research employs a quantitative method with a survey approach, utilizing a questionnaire that was distributed directly. The sample for this study is drawn from the population of permanent employees of PT. Dan Liris Garment Division, which consists of 300 individuals, with a sample size of 109 participants. The collected data were analyzed using the Partial Least Squares (PLS) method.

The findings of this research indicate that transformational leadership does not have a significant effect on organizational commitment, and organizational justice also does not significantly impact organizational commitment. However, transformational leadership has a significant influence on job satisfaction, and organizational justice also significantly affects job satisfaction. Furthermore, job satisfaction serves as a mediating variable between transformational leadership and organizational commitment, as well as between organizational justice and organizational commitment.

Keywords: Transformational Leadership, Organizational Justice, Job Satisfaction, Organizational Commitment.