

ABSTRACT

The problem that happened was the decreasing performance of PDAM "Tirtha Darma" employee of Rembang Regency which can be seen from the decrease of employee performance index every year from 2012 until 2016. Based on the preliminary interview, two variables that influence the performance of organizational justice and organizational commitment are expected. This study aims to analyze the influence of organizational justice and organizational commitment to the performance of PDAM employees "Tirtha Darma" Kabupaten Rembang.

Population used in this study all employees of Regional Water Company "Tirtha Darma", Rembang regency, amounting to 104 people. The sampling technique used is the census. Samples taken are all Regional Water Company "Tirtha Darma", Regency of Rembang which amounted to 104 people. Methods of data collection in this study using questionnaires. Methods of data analysis using multiple linear regression analysis.

Based on the results of research, organizational justice and organizational commitment have a positive effect on the performance of PDAM "Tirtha Darma" employee of Rembang Regency. Performance of PDAM employees "Tirtha Darma" Kabupaten Rembang is able to be explained by organizational justice and organizational commitment of 58,4%.

Keywords: organizational justice, organizational commitment, performance