

## ABSTRAKSI

Tujuan dalam penelitian ini adalah untuk mengetahui dan menganalisis pengaruh keadilan distributif, keadilan prosedural, keadilan interaksional terhadap kinerja pegawai dengan komitmen afektif sebagai variabel intervening pada PDAM Tirto Panguripan Kabupaten Kendal. Populasinya adalah jumlah keseluruhan pegawai PDAM Tirto Panguripan Kabupaten Kendal berjumlah 178 orang, dengan jumlah sampel sebesar 64 responden. Teknik pengambilan sampel adalah purposive sampling. Alat analisisnya adalah path analysis, dimana sebelumnya dilakukan uji validitas dan reliabilitas serta uji asumsi klasik.

Hasil pengujian menunjukkan bahwa keadilan distributif, keadilan prosedural, keadilan interaksional terbukti berpengaruh terhadap komitmen afektif dan kinerja pegawai. Komitmen afektif mempunyai pengaruh positif terhadap kinerja pegawai. Komitmen afektif mampu menjadi variabel intervening antara keadilan distributif terhadap kinerja pegawai di PDAM, artinya semakin tinggi keadilan distributif, maka pegawai akan merasakan keadilan dengan imbalan yang diterima, sehingga semakin menambah kuatnya komitmen afektif dan tentu akan berdampak pada pencapaian kinerja pegawai secara maksimal. Komitmen afektif mampu menjadi variabel intervening antara keadilan prosedural terhadap kinerja pegawai, memberikan pengertian bahwa semakin tinggi keadilan prosedural, maka pegawai akan merasakan hak-haknya sebagai pegawai secara adil dalam memberikan prosedur promosi, sehingga semakin. Komitmen afektif tidak mampu menjadi variabel intervening antara keadilan interaksional terhadap kinerja pegawai.

**Kata Kunci:** Keadilan distributif, keadilan prosedural, keadilan interaksional, komitmen afektif dan kinerja pegawai

## **ABSTRACT**

The purpose of this study was to determine and analyze the effects of distributive justice, prosedural justice, interactional justice on employee performance with affective commitment as an intervening variabel in PDAM Tirta Panguripan, Kendal Regency. The population is the total number of employees of the Tirta Panguripan PDAM in Kendal Regency totaling 178 people, with a total sample of 64 respondents. The sampling technique is purposive sampling. The analytical tool is path analysis, where previously validity and reliability tests and classical assumptions were tested.

The test results show that distributive justice, prosedural justice, interactional justice proved to have an effect on affective commitment and employee performance. Affective commitment has a positive effect on employee performance. Affective commitment can be an intervening variabel between distributive justice and employee performance in the PDAM, meaning that the higher the distributive justice, the employee will feel justice with the benefits received, thus increasing the strength of the affective commitment and will certainly have an impact on achieving maximum employee performance. Affective commitment can be an intervening variabel between prosedural justice on employee performance, giving an understanding that the higher prosedural fairness, then employees will feel their rights as employees fairly in providing promotional procedures, so that more. Affective commitment cannot be an intervening variabel between interactional justice on employee performance.

**Keywords:** distributive justice, prosedural justice, interactional justice, affective commitment and employee performance.