

ABSTRACT

Human resources are one of the important factors that play a role in achieving business goals. The achievement of the company's goals and its competitiveness will depend on whether or not the human resource development program is implemented by the company. Organizational justice as a concept of balance in treating employees must be adopted by the organization with the aim of activating the development of a sense of commitment among employees.

In addition to organizational justice, motivation is an indicator that makes employees more satisfied in carrying out their activities. Work motivation can be in the form of motivation that exists in a person and can guide his behavior to fulfill his duties and responsibilities. By providing these factors can motivate employees to work better, employees will not only work, but also feel comfortable and think about the desired career. If this is done, then the use of human resources will work efficiently and business goals can be achieved properly. Motivational efforts are one way to realize organizational commitment.

This study aims to examine the effect of organizational justice and work motivation on job satisfaction and organizational commitment of employees of PT. Prima Zirang Utama Semarang Branch.

This research was conducted on 125 employees of PT. Prima Zirang Utama Semarang Branch. The sampling technique in this study used the census method. The data collection method in this study used a questionnaire. The data analysis technique used Structural Equation Modeling (SEM) with the help of the Amos 22 program.

The results of the analysis can be said that: Organizational justice has a significant influence on job satisfaction. Work motivation has a significant influence on job satisfaction. Organizational justice can have a significant effect on organizational commitment. Work motivation has a significant influence on organizational commitment. work goals have a significant influence on organizational commitment.

Keywords: *organizational justice, work motivation, job satisfaction and organizational commitment*