## ABSTRACT

*Research on the effects of distributive justice and career plateau is still interesting to study because research gaps still exist on the effects of distributive justice and career plateau on job satisfaction and intention to stay. Therefore, this study aimed to examine the effect of distributive justice and career plateau on job satisfaction and intention to stay.*

*In order to answer the research problem, we developed a research model which consists of four research variables that include distributive justice and career plateau as the exogenous variables and variables of job satisfaction and intention to stay as the endogenous variable. Testing of the research model is conducted using Structural Equation Modeling (SEM) analytical techniques.*

*The result of the testing using SEM shows that the model is fit while from the hypothesis testing results indicate that distributive justice proved to have a significant positive effect on job satisfaction and intention to stay, career plateau proved to have no significant effect on job satisfaction and intention to stay; and job satisfaction proved to have a significant positive effect on the intention to stay.*



***Keywords: distributive justice, career plateau, job satisfaction, intention to stay***



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