

ABSTRACT

Every organization interested in the best performance that can be produced by a network of systems that occur in the organization. Human Resource Management is one of the key factors for job satisfaction to employees with the hope to increase employee commitment to the company, not only address the issue of skills and expertise, but human resource management is also obliged to build a conducive employee behavior. This research was conducted on UMY temporary employees (temporary staff) to test five variables: transformational leadership, distributive justice and procedural fairness compensation as an exogenous variable compensation, job satisfaction as an intervening variable and affective commitment as an endogenous variable. Technical analysis of the data in this study using SEM (Structural Equation Model). The respondents of this study consisted of 108 temporary employees in UMY. The results showed transformational leadership, distributive justice and procedural compensation give significant positive effect on job satisfaction and affective commitment. On the other hand, procedural justice does not affect the affective commitment. Moreover, job satisfaction significantly influence to affective commitment.

Keywords: Transformational Leadership, Distributive Justice Compensation, Compensation Procedural Justice, Job Satisfaction and Affective Commitment