

## ABSTRACT

*Competition in the business world is becoming increasingly fierce with the development of time. Innovation is one of the crucial aspects in creating advantages in the dynamic and complex market. Organizational justice is also crucial in improving employee performance and motivating them to contribute more to the organization. Therefore, research on the behavior of innovation and organizational justice towards employee performance becomes important to conduct. The type of research used is quantitative research to determine cause and effect. The population in this study consisted of 158 employees of PT. BNI (Persero) Tbk Fatmawati Branch. In this study, the sampling method was done using simple random sampling technique, which is a type of probability sampling, so that all employees at PT. BNI (Persero) Tbk Fatmawati Branch became sample members, which were obtained using the Slovin formula, resulting in 113 samples. The results of this study indicate that the statistical test results show that innovative behavior has a positive influence on employee performance, organizational justice has a positive influence on employee performance, and the statistical test results show that innovative behavior and organizational justice together have a positive influence on employee performance.*

*Keywords: Innovative Behavior, Organizational Justice, Employee Performance.*