The purpose of the study was to examine the effect of organizational culture and organizational justice on employee satisfaction and organizational commitment. Employees whose aged equal and more than 25 years old and worked in the general organizations in Bangkok, Thailand were respondents. There were 406 qualified questionnaires were used in this analysis. SEM (Structure Equation Model) was used to examine the hypothesis.

The finding indicated both organizational culture and organizational justice had direct positive effect on employee satisfaction and organizational commitment.
This research provided effective resources (organizational culture and organizational justice) for the companies to improve the employee satisfaction, and make employees more willing to remain and build their career within the organization. In addition, the information in this research could be useful for the future studies to explore the organizational culture and organizational justice effect on the employee satisfaction and employee commitment in other Asian countries.