

عنوان مقاله:

Correlation between Organizational Citizenship Behavior and Organizational Justice among Textile Industries' Employees of Red Crescent Society, Iran

محل انتشار:

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خلاصه مقاله:

Aims: Organizational Citizenship Behavior (OCB) and Organizational Justice (OJ) improve the effectiveness of work groups, in which they are exhibited. The aim of this study was to investigate the correlation between organizational citizenship behavior and organizational justice among Textile Industries' Employees of Red Crescent Society of the Islamic Republic of Iran. Instrument and Methods: The population of the present descriptive-survey study, which was conducted in ۲۰۱۵, comprised ۱۸۰ employees of Textile' Industries in Red Crescent Society of the Islamic Republic of Iran, Tehran, using simple random sampling method. The employees who participated in this study were asked to complete ۳ questionnaires, containing demographic questions, OCB (Mark'oczy and Xin,), and OJ (Fernandes and Awamleh,). The data were analyzed by SPSS ۱۹ and LISREL ۸.۵۴ software, using Pearson Correlation Test (PCT) and Goodness-of-Fit indices. Findings: There was a positive and significant correlation between OJ and its dimensions and employee's OCB ($r=۰.۵۶۰$; $p<۰.۰۱$) and its dimensions, indicating that the employees, who perceived their organization, managers, and supervisor's gestures fairly, represented high levels of organizational citizenship behaviors. Given the root mean square error of approximation (RMSEA) normal χ^2 and indices of GFI, CFI (comparative fit index), NFI (normed fit index), and IFI (incremental fit indices) showed high fitness of model and that the associations between variables were logical according to theoretical of the study. Conclusion: Organizational justice has a direct and positive effect on employees' organizational citizenship behavior

کلمات کلیدی:

Organizational Citizenship Behavior, Organizational Justice, Textile' Industries in Red Crescent Society

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