

عنوان مقاله:

Analyzing the relationship between the perception of organizational justice and organizational commitment (Case study: Neyshabur Medical Science College)

محل انتشار:

کنفرانس بین المللی پژوهشهای نوین در مدیریت، اقتصاد و حسابداری (سال: 1394)

تعداد صفحات اصل مقاله: 12

نویسندگان:

Maryam Golkhatmi Bidgoli - MS Nursing, Department of nursing, Faculty of nursing, Neyshabour University of Medical Sciences, Neyshabour, Iran

Aghdas Saadati - MS Nursing, Department of nursing, Faculty of nursing, Neyshabour University of Medical Sciences, Neyshabour, Iran

Amin Asghari - Nursing of Student, Neyshabour University of Medical Sciences, Neyshabour, Iran

Masoomah Saadati - Corresponding Author, MS Nursing, Department of nursing, Faculty of nursing, Neyshabour University of Medical Sciences, Neyshabour, Iran

خلاصه مقاله:

This study, in addition to identifying the different dimensions of organizational justice and discovering the relationship between these dimensions and organizational commitment and staff's job satisfaction, is closely related to the strength and weakness of justice components. In this descriptive-analytical study, all personnel of Medical Science School of Neyshabur and all its subordinate hospital have been participated consisting 263 subjects. The statistical sample has been gathered in span of two months from June 2014. Questionnaires based on demographic information, Rego and Cunha's organizational justice, Allen and Meyer's organizational commitment have been used to gather and deduce data. Finally, data have been analyzed by the advance SPSS software. The outcomes of this analysis reveal that there is a close and significant relationship between organizational justice and organizational commitment; hence, it is suggested that managers to establish organizational justice should encourage employees based on certain criteria of performance management through meritocracy, respecting individuals rights, avoiding discrimination, providing equal opportunities for staff development to create more intimacy and friendship atmosphere .and reciprocal respect and relationship between staffs and managers

کلمات کلیدی:

organizational commitment, organizational justice, job satisfaction

لینک ثابت مقاله در پایگاه سیویلیکا:

<https://civilica.com/doc/437235>



