

عنوان مقاله:

Assessing the impact of organizational justice on Organizational citizenship behavior in contracting companies

محل انتشار:

سومین کنفرانس بین المللی پژوهشهای کاربردی در مدیریت و حسابداری (سال: 1394)

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خلاصه مقاله:

Since organizational justice is a critical factor in the organization and without it, organization would face devastating and irreparable consequences. So when employees feel that they have been unfairly treated, their organizational citizenship behavior, which leads to effectiveness, empowerment and survival of the organization, will decrease. The aim of this study is to assess the impact of organizational justice on organizational citizenship behavior in contracting companies. The study population consists of private contractor employees, out of whom 92 employees participated in this study and data was analyzed using SPSS software. In this study, data was collected from two questionnaires of organizational justice and organizational citizenship behavior. The impact of organizational justice on organizational citizenship behavior variables is discussed. In this study, Cronbach's alpha coefficient for the questions of organizational justice questionnaire was calculated 0.834 and for the questions of organizational citizenship behavior questionnaire was calculated 0.836, which both of them determine a good reliability of the questionnaire. The study results showed that the Pearson correlation coefficient between social justice and organizational citizenship behavior is equal to 0.333. This study showed that organizational justice has a direct impact on positive citizenship behavior and there is a significant relationship between organizational justice with 4 variables and 5 variables of organizational citizenship behavior. The relationship between organizational justice and organizational citizenship behavior is positive and raising the organizational justice leads to citizenship behavior improvement. As a result, managers have to pay more attention to these two variables

کلمات کلیدی:

organizational justice, organizational citizenship behavior, Distributinal justice, Procedural justice, Interactional justice

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