

عنوان مقاله:

Studying the Relationship between Organizational Justice and Dimensions of Organizational Indifference among Staffs of General Administration of Sports and Youth in Ilam Province

محل انتشار:

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خلاصه مقاله:

Background: The main purpose of this research is studying the relationship between organizational justice and dimensions of organizational indifference among staffs of general administration of sports and youth in Ilam province. Materials and Methods: Current research is correlative-descriptive which has been done using field method. In this research statistical population consists of 60 people who are staffs of this administration. Data gathering tools are Nyhvf & Mvrnm organizational justice questioner (1993) and Danaee Fard et.al. (2010) indifference questioner in the scale of five values Likert. After confirming validity by specialist professors, reliability of research tools was calculated through Cronbach alpha which were 0.81 and 0.85 respectively. Descriptive statistics was used for description of research variables and Pearson correlative statistical test was used for referential statistics and then SPSS21 statistical software was used for processing data. Results: Results of the study showed that there is a significant relationship between distributive justice and indifference to the clients ($P < 0.05$). In other hand, there wasn't any significant relationship between interactive and procedural justice and organizational. Conclusion: Regarding the research results, it can be concluded that the more perception of distributive in organization the more reduction of indifference to client's staffs have. Since some staffs need to more perception of distributive justice in organization, it is essential to have enough training courses.

کلمات کلیدی:

Organizational justice, procedural justice, distributive justice, interactive justice, organizational indifference

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