عنوان مقاله:
Studying the relationship between organizational justice and staff job commitment
a case study of kerman state tax administration staff

محل انتشار:
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خلاصه مقاله:
Organizational justice refers to the feelings and perception of staff in terms of behaviors and working relationships fairness. Several studies indicate that an increased sense of justice effects on different aspects of organizational behavior. Accordingly, this study sought to examine the relationship between organizational justice and job commitment of staff and tries to measure organizational justice aspects effects on (distributive justice, procedural justice, and interactional justice) staff job commitment. The statistical population of this study was ۴۴۰ patients and ۴۱ patients were selected as sample according to Morgan table and organizational justice and job commitment questionnaires were used to collect data after determining the validity and reliability. Organizational justice was examined in three aspects of distributive justice, procedural justice and interactional justice. Lisrel software was used for data analysis. The results of structural equations showed that -path coefficient of distributive justice effect on job commitment is ۰.۴۵ and t statistic is ۲.۴۹, and the interactional justice path coefficient effect on job commitment is ۰.۳۱ and t-statistic is ۲.۰۳ that is significant and positive in both relationships, but in the organizational procedural justice effect on job commitment, path coefficient is ۰.۱۱ and t-statistic is ۰.۱۱, it can be concluded that there is no significant relationship.

کلمات کلیدی:
Organizational justice , Distributive justice , Procedural justice , Interactional justice , Job commitment

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