

عنوان مقاله:

The Role of Organizational Justice and Three Dimensions on Departments of Physical Education in Iran

محل انتشار:

نشریه پژوهش در مدیریت ورزش و روانشناسی، دوره 1، شماره 4 (سال: 1392)

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خلاصه مقاله:

Background: Justice is one of the vital elements of any kind of social association. With consideration of this importance, continued voluntary presence of the individual in groups, depends on their perception of fairness observation and justice dimensions. Materials and Methods: The present study from the aim point of view is functional and it is descriptive-correlation from the method view of data collection and it is causal-comparative due to the relation between research variables and one of its significant advantages is the capability of generalizing its results. Results and Discussions: Regarding results of this study the Maximum Score for Organizational Justice is 95. The research findings indicate that the Mean and Standard Deviation of Organizational Justice among 201 people is $M = 66.38$, $SD = 6.91$. Regarding to Scope of Staff $M = 63.33$, $SD = 7.30$, Scope of Members of Faculty $M = 69.30$, $SD = 5.61$ and also Scope of Management $M = 67.32$, $SD = 5.58$. Thus, in this module the Minimum Score was 45 and the maximum score was 85. Referring to the table 4.13, it can be noticed that the Mean of Organizational Justice in the population of Iran which is at the Medium and just above the average level. The results of the data analysis indicated that concerning P-Value according to Pearson Correlation Coefficient among the Distributional Justice ($P = 0.000$, $r = 0.600$), Procedural Justice ($P = 0.000$, $r = 0.709$) and Interactional Justice ($P = 0.000$, $r = 0.771$) had a significant correlation with Organizational Justice in the module of Iran. Conclusion: Results of this study included that employees, who think that salary, reward and promotion of members of organization are based on justice will probably have more job satisfaction.

کلمات کلیدی:

Organizational Justice, Distributional Justice, Procedural Justice and Interactional Justice

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