Investigation of the Mediating Role of Organizational Justice in the Relationship between Administrative Performance Appraisal Practices and Organizational Commitment (Case study: Social Security Organization of Hormozgan Province)

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Abstract
This research aims at investigating the relation between the administrative performance appraisal practices and organizational commitment based on the mediating role of organizational justice. The research population includes the employees of the Social Security Organization of Hormozgan province, among whom three questionnaires of organizational justice (with 0.80 reliability), organizational commitment (with reliability of 0.79) and administrative performance appraisal practices (with reliability of 0.79) with good validity. Pearson Test, Friedman Test and mean comparison were used in data analysis. Results revealed that the administrative performance appraisal practices have a significant relationship with organizational commitment through organizational justice. It was also shown that there is a positive and significant relationship between the components of the administrative performance appraisal practices (salary adjustment, promotion decisions and performance standard) and organizational justice and organizational commitment. Therefore, all the main hypotheses of the research as well as the sub-hypotheses were confirmed.

Keywords: Organizational Justice, Organizational Commitment, Administrative Practices, Performance Appraisal
1. References

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