Studying the relationship between organizational justice and organizational commitment of employees of student and cultural assistant of Bushehr Medical Sciences University

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Abstract

The present investigation, which was practical in terms of objective and correlation-descriptive in terms of data collection method, was about studying the relationship between organizational justice and organizational commitment. The population consisted of employees of student and cultural assistant of Bushehr Medical Sciences University that due to their small number (n = 86), using the census method, total population were selected as a sample. Methods of data collection based on Niehoff and Moorman questionnaire (1993) for the organizational justice evaluation and Allen and Meyer questionnaire (1990) was for organizational commitment evaluation. The reliability of the questionnaire was calculated based on Cronbach's alpha method and composite reliability coefficient for both the variables. In addition, construct validity and content validity was used to test the validity of questionnaire, which the results confirmed the questionnaire validity. The obtained data analysis of questionnaire implementation was performed by using SPSS and PLS software. The results demonstrated that there is a significant positive correlation between organizational justice and its dimensions with organizational commitment of employees of student and cultural assistant of Bushehr Medical Sciences University.

Keywords: organizational justice, distributive justice, procedural justice, interactional justice, organizational commitment
References


