A Study of Employees' Perceptions of Organizational Justice and Its Relationship with Performance in Shooshtar Education

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Abstract

The aim of the study is investigation employees' perceptions of organizational justice and its relationship with performance in Shooshtar Education. This study was a descriptive survey and the survey instrument was two standard questionnaire of organizational justice of Nihoof and Moorman (1993) and employee performance of Jahed (2006). Statistical society was all of education staff of Shooshtar. Sample size (148 persons) determination is based on the Krejcie and Morgan table and simple random sampling method was used. After data collection, data analysis was performed using SPSS. Results showed that employee perception from organizational justice was negative and there are significant relationship between employee perceptions from organizational justice and their performance.

Keywords: Employees' perceptions of organizational justice, performance, Shooshtar Education

References


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fairness activates reward circuitry (and disregarding unfairness activates self-control 