

RELATIONSHIP BETWEEN ORGANIZATIONAL JUSTICE, WORK CONSCIENCE AND ORGANIZATIONAL COMMITMENT OF PERSONNEL'S OF GAS COMPANY IN YASOUJ

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Abstract

The purpose of this research is relationship between organizational justice, work conscience and organizational commitment of personnel's of Gas Company in Yasouj. Research method was correlation-descriptive that it was done via pace method. Statistical society included all official and conventional personnel's of Gas Company. 350 persons were selected based on Kocran formulation via classification method. Questionnaires concluded Organizational Justice Questionnaire, Organizational Commitment Questionnaire and Work Moral Questionnaire. Data were analyzed by Pearson correlation test. Results investigated there is virtual and positive relation between organizational justice and organizational commitment. Also there is not virtual relation between organizational commitment and work conscience

Keywords: organizational commitment, work moral, organizational justice, personnel

Introduction

Organizational commitment is the one of the most important effect factor for survival and stability of the development of organization and protection of health and long time improvement. Commitment is one of the axial elements of any society. Salansik expresses that commitment is the expression that person believe that he can continue his activities via his works and protect his participant in doing this works, it means commitment prove to be true when person feel responsible to his behavior and actions (Borhany, 1386). Baroun and Krinberg (2003) express that organizational commitment is the type of support of aims of organization, trying for proving to e true the aims of organization and inclination to continuing membership in organization.

Organization commitment has 3 dimensions, sentiment commitment, continual commitment and duty commitment. sentiment commitment means amount that person is inclined to work in organization via feelings such as faithfulness, impression and interest, sincerity, belonging, attachment, heart satisfaction, pleasure and pleasure and Continual commitment expresses person's dependence to stay in organization because much expenses for leaving it. Duty

commitment (normality) is mount that person is found spiritually and by heart his aims, values and organization commission (Doulatataby Farahany, 1387). Organization justice is one of the factors that affect organization commitment. Organization justice is the term is used to descriptive the role of justice that has direct relationship with work successes (Moren, 1991).

Organization justice includes 3 variables:

1- Distribution justice: This variable

Produces to be justice different work events concluding income level, work program and work responsibilities (Moren, 1991). 2- Case justice: This relates to received justice via used methods for deciding allocations and results (Oulson and competitors, 2006). Case justice means perceive justice that is used to appoint distribution of rewards. 3- Encounter justice: this expresses justice behavior that a occupying person receives in form of approval formal methods (Parker and Kolomber, 2005).

The study of justice has improved in work environment in current years (Jank and competitors, 2009). The studies has shown that justice has important role in organization and how behavior to people may affect their believes, feelings and thoughts (Bish and competitors, 2004).

Another factor that affects organization commitment is work conscience.this is on person's responsibility, commitment to doing his duty and given responsibility, it is self control organization in doing works that persons do their works perfectly quality and quantity without direct and non direct control via outside (Panahy and Ebrahpour, 1387).

Work conscience is the power that person undertakes to do some behaviors inclined to aim in organization and persons and different tacts convergent for shaping a maker behavior (Chen, 2008). Work conscience is the factor causes poetry in work and feel for doing duty in people. There is perception of work conscience, morality and human's relation in organizations, because morality courses commitment and causes people feel to their work duty and behavior in the most method without external control factor (Rahmany, 1389). So work conscience causes increase exploitation, certainly of permanent development, human's cultural change, management economic constancy and poetry. Direct, Sink's research (2005) investigated personnels have more work or conscience, they have more commitment and happiness. Many researches has been done in relation conscience and its cases with action; Leapen and Wenden (2001) express reliance ability and success are variables that predict work action by general mental abilities and conscience.

Erik and competitors (2007), did a research for effects of case and distribution justice on organization commitment of personnel's in American that sample volume was 160 persons. They found that distribution justice and case justice had direct effect on organization commitment and effect of case justice on organization commitment was more than distribution justice. Chen (2008) did a research with title effects of organizational commitment on organizational policies and organizational justice between 1020 personnels of governmental bank that results showed

organizational justice has virtual and positive relation to organizational commitment. Also organizational justice has the role of intervener variable in organizational commitment.

Kelendoura and Deeler (2009) did a research with title “organizational justice and management commitment in interference of companies”. Results showed although every dimension of justice has positive relation to effective commitment, only organizational justice has unique relation to it. Results showed fool assessment and reliance can act as a adjusting variable.

Mehdy Alvany, Asgharpoor Arab and Aboulghasem Sayar (1388) did research by title relation of organizational justice to commitment. Results showed there is virtual and positive relation between organizational justice and commitment. And there is virtual and positive relation between distribution justice and three dimensions of organizational commitment. Also there is virtual and positive relation between case justice and duty continual commitment.

So result of organizational justice, work conscience and organizational commitment Is important in organizations and by mentioned points, in this research has been tried that relation between organizational justice, work conscience and organizational commitment to study.

Research goals

Main goals:

- 1- Explain the relationship between organizational justice and organizational commitment
- 2- Explain the relationship between work ethics and organizational commitment

Secondary objective:

Based on organizational justice and work ethics predicted organizational commitment

Research measurement tool

Organizational Justice Questionnaire

This questionnaire has made by Nyhvf and Moorman (1993) and is translation and ready By Shkrkn and Namy (2003) and is composed of three micro scales:

- 1- Distributive Justice in Article 5
- 2- procedural justice in Article 6
- 3- Interactional justice has 9 articles

The sum of these three areas is achieved as well as overall organizational justice. Each of the questionnaire is contains five options (strongly disagree = 1, disagree = 2, neutral = 3, agree = 4, and Kamlamvafq = 5) . This questionnaire has 20 questions minimum and maximum score is between 20 to 100.

Validity and reliability

Shkrkn and Namy (2000) reported in a Research on 268 patients overall organizational justice's alpha reliability coefficient for the 0/75 and Distributive Justice, 0/61 and Procedural Justice, 0/84, and interactional justice 0/58. Also cronbach's alpha reports overall organizational justice 0/85, and Distributive Justice0/75 and Procedural Justice, 0/82, and interactional justice 0/64 and were reported validity coefficient overall organizational justice 0/42 and Distributive Justice 0/46, procedural justice 0/57, and interactional justice 0/40.

Organizational Commitment Questionnaire:

These questionnaires have been developed by Porter and colleagues (1993). The questionnaire contains 15 questions that the organizational commitment questionnaires are measures three factors:

- A. Belief and acceptance of the opinions and goals (normative commitment) is measured by the questions (2,5,6, 8, 10,12).
- B. Desire to join the organization (affective commitment) are measured by the questions (3, 4,7, 9, 11).
- C. Having a strong desire to join the organization (continuance commitment) are measured by the questions (1,13,14,15).

Grading Practices

This questionnaire was developed by Porter and colleagues (1993).This questionnaire has 15 items that measures the level of organizational commitment. Scale questionnaire of Likert-type and privileges rating between 1 and 5 and the option to completely disagree, disagree, no opinion, strongly agree, agree, and questions of the questionnaire (3,7,9,11,15) Grading is inversely.

Validity and reliability of Organizational Commitment Questionnaire

Validity coefficient the research Porter and Astrayz showed for the overall dimensions of organizational commitment, affective, normative and continuous, respectively, 0/77, 0/77, 0/61 and 0/79. Validity coefficients above calculation are in satisfactory condition. The reliability of the scale, Cronbach's alpha was obtained for the 0/71, 0/76, 0/64 and 0/76 that indicate is reliable the questionnaire. (Afshar, 1999).

Consciousness scale:

Consciousness was used of the 16 items of the questionnaire, the Five Factor Personality (NEO) . The Costa and Mc Cra (1992) and Glatly and oring (2001) found that an appropriate credit. 8 questions related to under the scale of orientation success and 8 questions related to under the scale of reliability.

Grading Practices

This questionnaire has made by Costa and Mac Cra (1992) and has been translated by the Panahi and Poor Ibrahim (2008). Likert-type scale questionnaire and privileges rating between 1 and 5 and is reversed the option to completely disagree, disagree, no opinion, strongly agree, agree and (2, 3,6, 7, 10,11), the scoring.

Work ethics questionnaire Validity:

Was used to examine the validity of the relevant experts. Confirmed questionnaire survey and conducted evaluation. Alpha coefficient of the questionnaire work ethics Obtained 0/86.

Research Results

First research hypothesis: There is significant relation between organizational justice and organizational commitment.

Pearson correlation coefficients were used to test the first hypothesis; the results of this analysis are presented in Table 1.

Table 1: Results of the Pearson correlation test between organizational commitment and organizational justice

Variable	The mean	standard deviation	correlation coefficient	significance level
Organizational Commitment	0/59	3/62	0/44	0/001
Organizational Justice	0/82	3/28		

According to Table 1 There is a significant relationship between organizational justice and organizational commitment at the level of 0/05 Because is a significant amount smaller than 0/05 α , the value of the relationship with the 0/44 α .

Second hypothesis: There is a significant relationship between work ethic and commitment.

Pearson correlation coefficients were used to test the second hypothesis, and the results of this analysis are presented in Table 2.

Table 2: Results of the Pearson correlation test between organizational commitment and work ethics of employees

Variable	The mean	standard deviation	correlation coefficient	significance level
Organizational Commitment	0/59	3/62	0/03	0/61
Work ethics	0/51	3/77		

According to Table 2 there is no significant relationship between work ethic and organizational justice on 0/05, Because of the significance level is greater than 0/05 α .

Third hypothesis: organizational justice and work ethics is able to predict organizational commitment.

To test this hypothesis was used the regression method.

Predictor variables: organizational justice and work ethics

Criterion variables: organizational commitment

Table 3 Test results of regression variables

Criterion	Predictive	F	df	R^2	P<	β	t	P<
Organizational Commitment	Organizational Justice	30/49	2/24	0/19	0/0001	0/44	7/78	0/001
	Work ethics					0/03	0/65	0/98

As can be seen in Table 3, the coefficient of determination is equal to $R^2 = 0/19$. This suggests that components of organizational justice and work ethics, totaling about 19 percent of the variation can be expected to organizational commitment. Also, given the significant level and t can be realized that organization justice in $p \leq 0/05$ most pre - stronger predictor of organizational commitment.

Discussion and conclusions

First research hypothesis: There is significant relation between organizational justice and organizational commitment.

There is significant relationship between organizational commitment and organizational justice. Based on the results of the Pearson correlation, there is a significant relationship between organizational commitment as the dependent variable and organizational justice as the independent variable. According to the Pearson correlation coefficient can be said that the strength of this relationship is moderate and to direct it. This means that justice will affect commitment. Thus the results suggest a significant positive relationship between organizational justice and organizational commitment in the Gas Company. It means that employees' organizational outcomes know fairer. This study is consistent with Klnr research and Dlr (2009), Astvnr colon (1996), quoting of God (2007). Taking research results (2009) there is a relationship between organizational commitment and organizational justice. Also, we can conclude that there is a direct relationship between these two variables. Thus, the main hypothesis is accepted of this study

One of the major issues in the study of industrial psychology and organizations and other fields related to motivate employees to work and activities. Motivation and issues related to the importance of scientific journals that have found a third of the space. Research Mehdi Alvan , Asghar pour Arab, Mobile A. In 1388, a study of the relationship between organizational justice and commitment in Iranian Gas Engineering and Development Company showed that there is significant relationship. Sense of justice as a result of the judgment, which subsequently leads to occur a reactive behavior, individual behavior, and binding of its kind. It is clear that the result of such interaction based on the collective identity of the systems approach to "organizational commitment" (part of the commitment to the system) can be interpreted. If man, as an intelligent agent is a system component, if there is justice in the system and the system's commitment to increase its efforts towards the system and its components, will establish a peaceful relationship

(Poursaeed, 2005). Expression shows the importance of organizational justice in the workplace of the employees. In such conditions, the staff is committed to the organization and is created a mutual contract between the employee and the organization to increase the employees' organizational commitment leads. The explanation of these results shows that organizational justice more important predictor of personal outcomes such as job satisfaction and pay. And organizational outcomes such as organizational commitment and $\rightarrow$ if your organization view full equality and fairness and rewards are distributed based on individual needs and when managers and supervisors to treat employees with respect and employees are more willing to stay in an organization that is leading to greater commitment. There are high rates of Justice, It means that employees know fairer organizational outcomes; their commitment will be more to the organization. We can conclude that there is a direct relationship between two variables. so is with the rise of much else and another one is small and shrinking.

Second research hypothesis: There is significant relationship between organizational commitment and work ethics.

However, the results in Table 2 as well as some of the results in Table 3 show that there is no significant relationship between work ethics and organizational commitment and work ethics is not able to predict organizational commitment that is a counter with previous research, including Singh (2005). In other words, the results of this study show unfortunately, work ethics in our society cannot be a predictor of organizational commitment. This means that in our society, there must be other factors at the individual, are to lead to organizational commitment. These findings could open ways for future research should examine other variables to organizational commitment so that we can better predictor to identify of organizational commitment.

Sub-hypothesis: organizational justice and work ethics is able to predict organizational commitment. Based on the results in Table (3) organizational justice is able to predict organizational commitment that the theory are consistent Besh $\rightarrow$ and colleagues (2004), Lpyn and Vndyn (2001), Eric and colleagues (2007) and Chen (2008) . In explaining the results, we can say, one of the basic requirements of human natural is justice and the enforcement it, when people have a sense of justice to the workplace and the perception that all members are treated with fairness, to continue membership and functions of the organization because Fair treatment in the workplace affect their beliefs, feelings and attitudes them and perceptions of fairness context of providing organizational commitment. Therefore, in such an atmosphere the place to escape responsibility and their negligence of liability act committed in such a way. In other words, when organizational members, to see justice, are more willing to do the work. Aversion and anti-production work is reduced to increase engagement and organizational citizenship behaviors. In such organizations, norms related to inner work and the amount of commitment people are every day more and more.

According to research findings, practical suggestions are given below:

It is recommended to provide feedback to staff employees at the end of each day provide performance reports to the supervisor and receive feedback from their daily activities to actions are the employees during the resulting . The feedback from these directions to submit directly to

the employee is to be followed by many positive effects and helps employees assess their daily work and to correct errors, Improve performance and greater awareness of their own the next day plan also directors will propose its agencies, with appropriate management, evaluation frequent t personnel performance , service training based on the results of performance evaluation and assessment and selection based on meritocracy, to achieve maximum organizational commitment, help productivity and efficiency improvements → organizational.

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