

An Investigating to Relationship between Organizational Commitment, Organizational Justice and Educational Employee Effectiveness

M, Salehi, A, Gholtash, and M, Tahmasebi

Abstract—This study was concerned with the relationship between organizational commitment, organizational justice and Marvdasht Educational employee effectiveness. The sampling frame of the study included all occupied employee of education. (70 employee) Census way used in this study. The instrument for data collection comprised three questionnaires of Organizational Commitment, Organizational Justice and Efficiency. In order to analyse the data Pearson correlation, one sample T test and multiple regressions were used. The findings of the study revealed that: There was a positive relationship between organizational commitment and nurse's effectiveness and also between organizational justice and organizational commitment.

Keywords—Organizational Commitment, Organizational Justice, Effectiveness.

I. INTRODUCTION

RESEARCH has shown that organizational justice is the most important variable in confidence and trust in the organization. The organizational trust as a variable is the mediator between organizational justice and organizational performance. The exercise of justice in organizational practices, while enhancing corporate identity, trust increases between management and staff [1]. Employee care the indicators that measure the quality and excellence of the education, where their loyalty and commitment makes them carry out their tasks with higher quality.

This increases the performance, efficiency and effectiveness of the organization. In contrary In different or unresponsive people, those assigned to the organization, transmit this behaviour to others. And reduce the performance of individuals also the quality and quantity of organization. Members in organizations with high levels of organizational commitment are usually higher in performance, less absenteeism and delays by his staff.

In many cases, organizations need people that will benefit the organization, beyond the regular work duties and

M, Salehi is Faculty Member of Department of Educational Sciences, Marvdasht Branch, Islamic Azad University, Marvdasht, Iran. (corresponding author to provide phone: 00989177052689 e-mail: mlsalehi@yahoo.com).

A, Gholtash, Faculty Member of Department of Educational Sciences, Marvdasht Branch, Islamic Azad University, Marvdasht, Iran (gholtash578@yahoo.com)

M, Tahmasebi, M.A. in Educational Administration, Department of Educational Sciences, Marvdasht Branch, Islamic Azad University, Marvdasht, Iran

especially in sensitive jobs, including, military, security and health centers [2].

Organizational commitment is positive or negative attitudes towards the organization of people (not jobs) in which they work in [2].

Porter and his colleagues have suggested that organizational commitment can be identified by three components:

1. Conviction and acceptance of organizational goals
2. Tend to more effort in attaining organizational goals
3. Strong desire to stay in their organization and maintaining membership in it.[3]

Justice is a social phenomena that has attracted many experts and professors of social psychology, organizational behaviour has attracted justice rules and Social norms of the organizations in the management of organizations and How to allocate the output in the organization, decision-making procedures and interpersonal behaviour in the organization. [3].

Two researchers know organizational justice, fair or unfair perception of people from the behaviour of organization with them.[4]

In Chen's study, the effects of organizational commitment on organizational policies and organizational justice in the 1020 Bank employees in 2008 concluded that organizational justice is positively and significantly related with organizational commitment.

The role of organizational justice, in organizational commitment is a confounding variable.

Also in Eric, s study the effect of procedural and distributive justice on job satisfaction and organizational commitment of employees in America in 2007, conducted with 160 samples, found that procedural justice had a direct effect on job satisfaction but Distributive justice, had indirect impact on satisfaction.

Also, both distributive justice and procedural justice had a direct effect on organizational commitment and the two important criteria for evaluating education are the efficiency and effectiveness for education services.

Based on previous research effectiveness is influenced by many variables Including two variables organizational commitment and organizational justice.

People always want to get qualified services in health care centers.[5] Fair treatment by the staff, usually lead to higher commitment to the organization and citizenship behaviour of

them. On the other hand are people who feel injustice is more likely to leave organization or show low levels of organizational commitment. Even many start to abnormal behaviours such as revenge. [3].

According to the impact of organizational commitment and organizational justice on effectiveness of staff, researchers examined the relationship between organizational justice and organizational commitment on the employee Marvdasht educational department who are the most important members of the treatment cycle.

In this research the following researchable hypothesis had been considered:

Research hypothesis:

-There is significant relationship between organizational justice and organizational commitment with effectiveness of employee.

II. METHODOLOGY

The research method is descriptive-correlational.

Statistical samples and society:

Population of this research includes employee working Marvdasht educational department. Census was used for selecting samples. As it is observable, the statistical society is consist of 70 persons (female). The result of this research can help improving the effectiveness of employee and is one of the applied and correlation research.

Data collection instruments:

Organizational commitment questionnaire:

Organizational commitment was measured by using the scales developed by Moore Stirez and Porter (1974).

Organizational justice questionnaire:

Organizational justice was measured by the scales developed by Niehoff and Moorman (1993).

Effectiveness questionnaire:

The questionnaire of the effectiveness was developed by Sir Jivvanni and colleagues (1992)

Data analysis procedure:

For the test of the hypothesis pearson correlation coefficient was used.

III. RESEARCH FINDING

Hypothesis: there is significant relation between organizational commitment and organizational justice whit effectiveness of employee.

To examine this hypothesis the Pearson correlation coefficient was used, which results are in the table 1.

TABLE I
CORRELATION BETWEEN ORGANIZATIONAL COMMITMENT AND ORGANIZATIONAL JUSTICE WITH EFFECTIVENESS

Organizational commitment	Organizational justice	Effectiveness	Variable
		1	Effectiveness
		0.108	Organizational justice
*1	.355	**0.478	Organizational commitment

*p<0.05 and **p<0.01

The coefficients of correlation between organizational commitment and effectiveness in the 0.01 and the correlation between organizational justices And organizational commitment in the 0 / 05 is meaningful

IV. CONCLUSION

Justice and its implementation is one of the basic human needs that historically has provided the development of human societies.

Parallel to the development of ideas about justice and the advancement of human society the ideas about justice have developed and a range of religious and philosophical ideas have been drawn to empirical research.

Researches show that organizational justice is a predictor of many other variables. One of the most important consequences of organizational justice and organizational commitment in different areas of it. Since the goals of organization is achieving through effective treatment And the effectiveness of the organization is influenced by many variables.

In this study, two variables associated with the effectiveness of organizational commitment and organizational justice.

There is relation between organizational commitment and organizational effectiveness and between organizational commitment and justice there is significant relation.

According to the analysis of data the following results obtained. According to table 1 between organizational commitment and effectiveness and between organizational justice and organizational commitment there is a significant relation.

The explanation to this question can be stated that the direct connection between two variables of organizational justice and organizational commitment and the effect of these two variables on the criterion variable (effectiveness) organizational commitment and organizational Justice increasing lead to effectiveness increasing.

This research is being done in the health sector and because of sensitivity of nursing work; the relationship between organizational justice and effectiveness was not seen.

It seems that reducing the organizational justice does not reduce effectiveness, although increased levels of organizational justice may increase the effectiveness of employee in the education.

REFERENCES

- [1] Tabarsa ,G, A, (2000) Factors affecting the behaviour of citizens in a military education. Tehran: nashr. (in Persian)
- [2] Shojaeio, M. (1998), the relationship between organizational justice and effectiveness, unpublished MA thesis, university Management Training Course.(in Persian)
- [3] Ashnagr, M. (1998), the relationship between participative management and organizational commitment Karenna National Broadcasting Company, Gulf Oil, unpublished MA thesis, University Management Training Course. (in Persian)
- [4] Folger ,R. Crapazano ,R. and Colman. (2005) . Justice and morality, in Greenery j .and Colyait j .A(Ad),2 and book of organizational justice (pp329-354).
- [5] Tabibi, J. (1992), management quality and effectiveness Drama Health, Tehran: Jamal rayaneh, first print (in Persian)