

Relationship between Organizational Justice and Job Satisfaction of Sport Teacher of Education Isfahan

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Abstract

The purpose of this study was to investigate the relationship between job satisfaction and organizational justice among sport teacher of Isfahan education. The research includes sport teachers of Isfahan education. The sample size for this purpose calculated 154 samples by Morgan. Data collection tool was questionnaire that questionnaires validity using professors and reliability by using Cronbach's alpha for job satisfaction questionnaire was equal to 0/814 Cronbach's alpha for scale organizational justice was 0/822, respectively, and the values are larger than 0/07 the it can be said that the questionnaires have enough credits. In order to data analyze the Friedman test and Pearson correlation test was used. The results showed significant correlations between organizational justice and job satisfaction of sport teachers of Isfahan education. Friedman test was also used to determine the dimensions of distributive justice are more important.

Keywords: Satisfaction, Organizational justice, Distributive justice, Procedural justice, Interactional justice

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Introduction

Justice as a basic requirement for human social life has always been throughout history. So the most basic knowledge of religions, recognizing God as the holder up to justice and fairness, is the basis of man's relationship with God as well (Dehqanban et al, 1392). Research on organizational justice has a long history. Organizational justice can thus study "Equality at Work" is defined (Amirian Zadeh, 1392). Social scientists long ago realized the importance of organizational justice as an essential basis for the effectiveness of organizational processes and job satisfaction (Vayy Phat et al, 2010). Justice among the most important issues and concerns of human and thinkers was different from past. Justice is a broad concept, and each has its own specific application domain and in human life, individual life, ranging from complex social institutions, particularly the state and its administration is considered. The viability and sustainability of social justice perpetuates and social elements together to make a coherent, while dividing injustice and provide their demise. Justice -oriented system, managers with those of government agencies are required to behave in a manner that does not impair the honor of any individual, always seeking good and they should be treated with humanity and justice in the distribution of resources, organizational procedures administrative and their interactions, are observed, while the other is a continuous process of organizational commitment that participation in organizational decisions, according to the organization's success and welfare, the organization makes its appearance (Dosti et al, 1392). Job satisfaction is one of the most important issues in research related to labor organizations and further studies in the field of work organization is allocated. The importance of job satisfaction on the one hand due to an improvement in the structure and organization of the health workforce on the other, it is due to the definition of job satisfaction and relaxation of multiple and sometimes complex confluence and common structures in many scientific fields such as education, psychology, management, sociology, economics and policy. (Homan, 2002). Job satisfaction and organizational concepts, fundamentally challenging many of the policies and management strategies to increase productivity and efficiency and an important factor in the improvement of health and labor force. Job satisfaction can be considered personal and subjective feeling or expression that is associated with the the person's feels. (Manzari Tavakoli and Rajabi, 1392). Job satisfaction is one of the crucial factors in career success. This factor is the most important variable in the field of organizational behavior, in turn, is influenced by several factors. (Amirian M., 1392). Several studies have shown that organizational justice has different effects on different aspects of job satisfaction. Perceptions of distributive justice with job satisfaction than salary, bonuses, promotion and performance appraisal and perceptions of procedural justice, satisfaction with supervisor, and performance evaluation is related to work in partnership (Najafi et al, 2011). The study is based on this theme education as trustee education should serve all the people of a country and satisfaction of the people on education issues and areas for growth and excellence in all fields of science, research and education to provide, due to the changes in today's world and the changes in companies and organizations as well as education Chahar Mahal Bakhtiari found that the most important part of the organization is human resources. Hence, attention to human resources, organizational commitment and job satisfaction and better roles and tasks assigned to them metafunctions by human resources managers in organizations is one of the most serious concerns. Accordingly, the present study examines the relationship between organizational justice and job satisfaction. Much research has been performed in Iran and abroad, in the case that some of them are mentioned below. Manzari Tavakoli and Rajabi (1392) examined the relationship between perceived organizational justice and job satisfaction of employees did Kerman University of Medical Sciences. The research population included administrative staff, Kerman University of Medical Sciences, 285 subjects were selected accordingly. The results showed that the three components of organizational justice, distributive, procedural and interactional justice was significantly correlated with job satisfaction of employees. Abdolshah et al (1392) study examined the relationship between organizational justice and job satisfaction, Islamic Azad University, Semnan. The population of all university employees about organizational justice

questionnaire with 79 and Moorman (1993) and Kendall definition of job satisfaction questionnaires have been collected. The results showed that the index of distributive justice, procedural justice and interactional justice have significant relationship with job satisfaction. Amirian Zadeh (1392) examined the mediating role of organizational justice aimed to explore the relationship between organizational culture and job satisfaction in the airline of the Islamic Republic of Iran, Shiraz Branch. Tools used in this study, three questionnaires Hofstede's organizational culture, job satisfaction, organizational justice, Smith questionnaire and Mormon. The results showed that the organizational culture, organizational justice and job satisfaction has a meaningful relationship. Yar Mohammadian et al (1392) study the relationship between organizational justice, job satisfaction and organizational trust and organizational commitment conducted a self-assessment of organizational excellence. The research method was descriptive correlational. The population of the study area, all four countries has set up Islamic university professors. Sampling, which is a multi-stage cluster random one-fourth of the four selected universities in the region and finally 312 faculty members were selected for the study. Results showed that organizational justice, job satisfaction and organizational commitment has a meaningful relationship.. Mazroee Nasrabadi and Javanbakht (2014) examined the relationship between organizational commitment and organizational justice of the gas company of Esfahan. The population consisted of all employees of a local gas repair altogether 155 samples from 100 patients were selected according to Morgan. In order to analyze data from an independent two-sample t -test and Pearson correlation test was used. The results showed significant correlations between organizational justice and organizational commitment of gas. Also determined using the t-test between male and female employees, there is no difference in organizational commitment.

Research model: Independent variables included in the model of job satisfaction is the dependent variable of organizational justice, including justice, distributive justice and procedural justice is interactive. and demographic variables are as mediator.

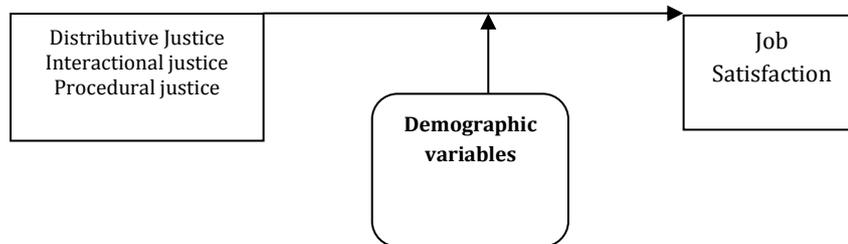


Figure 1: Conceptual model of research methodology

Materials and Methods

The purpose of this study was to investigate the correlation methods applied and the field was applied. In addition to describing the current situation in terms of relationships based on testing hypotheses and predictions will seek to determine the correlation influence of variables method and inferential statistics. The research includes sports teacher of Isfahan education people. The sample size was 154 people by using Morgan table. In this study, two questionnaires were used to collect information. The first questionnaire related to job satisfaction JDI, a second questionnaire was related to organizational justice Nihof and Mormon. Questionnaires validity using professors and reliability by using Cronbach's alpha for job satisfaction questionnaire was equal to 0/814 Cronbach's alpha for scale organizational justice was 0/822, respectively, and the values are larger than 0/07 the it can be said that the questionnaires have enough credits. This content and face validity by a supervisor and advisor, and with the cooperation and assistance of a number of experts have prepared. Statistical methods included Pearson and Friedman test was used.

Findings

First hypothesis: distributive justice on job satisfaction sport teachers of Isfahan education is effective. Table 1 indicates that the correlation coefficient between distributive justice and job satisfaction of sport teachers of Isfahan education is equal to 0/607. And at the above table the significance level is equal to 0/000. And is smaller than 0/05 and this means that at the significance level of 0/05 hypothesis H1 is accepted, meaning that there is no significant correlation between distributive justice and job satisfaction of teachers education of Isfahan. In fairness to the organization of work (distributive justice) affect employees' job satisfaction. Second hypothesis: procedural justice on job satisfaction sport teachers of Isfahan education is effective. Table 1 indicates that the correlation coefficient between procedural justice and job satisfaction of sport teachers of Isfahan education is equal to 0/408. And at the above table the significance level is equal to 0/000. And is smaller than 0/05 and this means that at the significance level of 0/05 hypothesis H1 is accepted, meaning that there is no significant correlation between procedural justice and job satisfaction of teachers education of Isfahan. In fairness to the organization of work (procedural justice) affect employees' job satisfaction. Third hypothesis: interactional justice on job satisfaction sport teachers of Isfahan education is effective. Table 1 indicates that the correlation coefficient between interactional justice and job satisfaction of sport teachers of Isfahan education is equal to 0/598. And at the above table the significance level is equal to 0/000. And is smaller than 0/05 and this means that at the significance level of 0/05 hypothesis H1 is accepted, meaning that there is no significant correlation between interactional justice and job satisfaction of teachers education of Isfahan. In fairness to the organization of work (interactional justice) affect employees' job satisfaction.

Table 1: Correlation coefficient

| Job satisfaction | | |
|-------------------|----------------------------|----------------------|
| Statistical index | | Predictive variable |
| Significant level | Correlation coefficient(r) | |
| 0/000 | 0/607 | Distributive Justice |
| 0/000 | 0/620 | Procedural justice |
| 0/000 | 0/598 | Distributive Justice |

Friedman test

The three components were used for the identification of organizational justice. To assess the significance of the Friedman test was used to being the same. According to Table 2 sig value is less than 0/05, which indicates the importance of this dimension of staff is not the same.

Table 2: Friedman test

| | |
|------------|--------|
| Number | 170 |
| Chi-Square | 148/20 |
| Df | 2 |
| Sig | 0/000 |

In Table 3 average rating of these dimensions is given.

Table 3: Ranking Factors

| Variable | Average Rating |
|-----------------------|----------------|
| Distributive Justice | 2/78 |
| Procedural justice | 2/67 |
| Interactional justice | 2/34 |

Given the significance of different ranks can be argued that distributive justice (with an average rating of 2/78) is more important than the other dimensions. And interactional justice (with an average rating of 2/34) at least from sport teacher view.

Discussion and Conclusion

As noted above, this article has been started on this topic. The relationship between job satisfaction and organizational justice in sport teacher of Isfahan education is reviewed. After considering the three dimensions of organizational justice literature and past research topics include: 1- distributive justice 2- procedural fairness - 3 interactional justices was to determine the relationship between these factors was measured with the consent. And the results showed that there were significant correlations between organizational justice and job satisfaction of sport teacher's Isfahan education. The results of the investigations of Abdolshah et al. (1392), Amirian Zadeh (1392), and Yarmohammadian et al (1391) and Omrani Far et al are consistent. Also using the Friedman test determined that distributive justice (with an average rating of 2/78) is more important than the other dimensions. And interactional justice (with an average rating of 2/34) is at least dimension from staff view. Humanities researchers, especially industrial and organizational psychology from long ago the importance of organizational justice as an essential basis of the effectiveness of organizational processes and job satisfaction have found. High job satisfaction makes employees willing to remain with the organization because of their attachment and the authentication. This supports the findings of other researchers who believe that organizations that seek to improve and strengthen the link between the employee and the organization should focus on ways to increase support for them. One of the ways that organizational justice is examined in this study and was found to increase job satisfaction and organizational justice exercise the education city. If teachers get the job done and tasks and procedures and criteria for promotion within the organization just to know, will have a greater understanding of organizational justice and the promotion and pay their satisfaction will be higher. Also, if the responsible people in the organization polite courteous and respectful and to allow them to participate in determining the outcome of the administrative process, leads to increased confidence within the organization. In other words, increase job satisfaction, supervisors, colleagues and upgrades, as well as interactive justice perception, increase your job satisfaction will follow. Among the solutions that can be used to improve organizational justice and job satisfaction among teachers has suggested, given that each of the dimensions of organizational justice perception of justice is effective, it is proposed management more sensitive to impact on perceptions of organizational justice teachers

show and try to identify the status quo of perceived organizational justice has specific strengths and weaknesses, then the goals and vision of a comprehensive program to improve the development of human resources and human resources to provide greater efficiency. In case of dissatisfaction with the staff of organizational justice should be revised in the distribution of organizational outcomes, distribution procedures and the way the results provide managers with the staff there. Also, the proposed terms of organizational justice in more sports teachers

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