Survey of nurse’s viewpoint about relationship between organizational justice and organizational commitment in affiliated hospitals of Tehran University of Medical Sciences in 2013

Supervisor: Dr. Zohreh Parsa Yekta

Dr. Mansureh Ashghali Farahani

Dr. Mir Saeed Yekani Nejad

By: Elaheh Rahmanzadeh

July 2013
Abstract

Survey of nurse’s viewpoint about relationship between organizational justice and organizational commitment in affiliated hospitals of Tehran University of Medical Sciences

**Background and goals:** One of the most important factors affecting the quality of nurses' work is organizational commitment. Employee’s organizational commitment determines the organization’s achievement to goals. But lack of organizational commitment of nurses can cause low job performance of nurses and consequently reduction in the performance of hospital care. Finding factors that are associated with employee commitment to the organization and the fact that how they impact on commitment can help managers to improve the employee commitment. The aim of this study is to determine the relationship between organizational justice and organizational commitment of nurses in the hospitals of Tehran, University of Medical Sciences and Health Services in 1392.

**Methodology:** This research is a descriptive – correlational one. We choose 262 nurses as samples of study using stratified random sampling method with proportional allocation. The measurement tool of this study was demographic information form and 20-item Organizational Justice questionnaire of Moormon and Niehoff and also the 24-item Organizational Justice questionnaire of Allen and Meyer. We also used the self report of nurses and 5 part- scale of Likert to complete the questionnaires. The statistical population of this study includes all of the hospitals of Tehran University, Medical Sciences and Health Services. After collecting the data, they were analyzed by using 17 SPSS Software. We used independent t-tests and chi-square to determine the relationship between
organizational justice and organizational commitment as well as its dimensions and demographic data.

**Findings:** Organizational commitment of nurses was average. Among dimensions of commitment, normative commitment has the lowest score and continuance commitment has the highest score. Approximately, half of nurses were considered to be moderate in their organizational justice. Among the organizational justice, the procedural justice has the highest and distributive justice has the lowest score. Between organizational justice and organizational commitment with age, work experience, employment and marital status was significant correlation. Also there is significant correlation (p < 0.001) between organizational commitment and organizational justice. The strongest relationship is between the procedural justice and emotional commitment.

**Conclusion:** The results of this study show that if manageres become familiar with principles and basics of organizational justice and the way of using them and plan to empower the performance of justice in organisation will positively affect organizational results especially organizational commitment.

**Keywords:** organizational commitment, organizational justice, nurses