



**International Journal of Biology, Pharmacy
and Allied Sciences (IJBPAS)**

'A Bridge Between Laboratory and Reader'

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**THE RELATIONSHIP BETWEEN ORGANIZATIONAL JUSTICE AND JOB
PERFORMANCE OF PHYSICAL EDUCATION FEMALE TEACHERS IN THE CITY
OF SHAHRYAR**

ASAL ASAADI¹, ABBAS KHODAYARI^{1*}, MAHVASH NOURBAKHS¹

1. Department of Physical Education, Karaj Branch, Islamic Azad University, Karaj, Iran

ABSTRACT

The Purpose of this study was to evaluate the relationship between organizational justices, job performance of female teachers in physical education in the city of Shahryar. For this purpose, 115 female teachers were selected as a sample using counting all methods technique. We applied Descriptive and correlational research methods as this study were conducted. Some of the features used are namely population of questionnaires, cognitive, organizational justice (1993), job performance (1993). In order to generate figures and tables, descriptive statistical methods were chosen and to determine the relationship between variables, inferential statistics and Pearson correlation coefficient methods were applied .The results obtained, shows a significant correlation between organizational justice, job performance.

Keywords: Organizational justice, job performance, female teachers in physical education

INTRODUCTION

Some pundits have called the theory of equality: justice extension, because focus on the equitable distribution of incomes among humans to achieve a high level of motivation [1]. Research has shown that the justice process plays an important role in the organization, and how to deal with people in

the organization, may affect believe, feelings, attitudes and behavior of employees [2]. Mod of performance is related with doing works. For example, do the expected results achieved? How does obtained performance will continue or improve? Performance involve a number of ideas and determine the

specific aspects of performance to evaluate and particularly when the community received more information about the plans and government services, it isn't correct and easy [3]. In order to understand the results of human resource performance and their performance, it is essential that the human resources available in the organization be evaluated. Through this by knowing the strengths and weaknesses of human resources, improvement and development of human resources take place in order to achieve organizational goals [4]. Performance evaluation of nearest system to scientific management is in the field of human resources management, this is because purpose of this system is evaluating the effectiveness and individual commitment and linking employee performance to business long-term goals. But should not be ignored that formulation and implementation of a rational and meaningful system for performance measurement may be difficult and problematic [5]. Actually, measuring the performance is a systematic attempt to understand how much services meet the needs and how much ability of organizations to meet it [6]. Poursoltani and colleagues [7] after conducting a study, said people who have positive perceptions from organizational justice, are more committed to

the organization, there is less absenteeism, higher performance, better organizational citizens and more satisfied. If the salary and their duties and work procedures and standards of promotion in the organization be equitable, Staff will have a greater understanding of organizational justice and their job satisfaction will be higher. Rezai [1] in his study did not find a significant relationship between procedural justice with job performance and in his report did not provide a reason for it. McKnight and others [8] in their research found that there are significant relationships between distributive justices with underlying performance. Therefore, present research considering the importance of issue is formed to find the answer to this question that, what is the relationship between organizational justice and job performance of physical education teachers of women working in education?

METHODOLOGY

The research method was descriptive correlational. Population for the study formed all women of physical education teachers that their number was 115. The sample size was formed from 98 participants that selected by counting all methods. Data collection tools formed 3 questionnaires of population cognitive, organizational justice (Niehoff and Moorman, 1993), job

performance (Patterson, 1993). Information collected by sending questionnaires to subjects via e-mail, post and going to school. So that, they were identified after visiting each of the units and coordination with the head of school and education. First, aim of this study expressed to each of the member then, if members want to participate in research, give them questionnaires of population cognitive, organizational justice and job performance. To each subject was given 30 minutes to respond the questions of questioner. After the subjects answered, questionnaires gathered by researchers to perform operations of statistics. In the present study, to analyze the data, were used descriptive statistics and indicators central orientation (mean), indicator of dispersion (standard deviation), percentage, numbers, figures and tables to describe the results. To determine the relationship between the research variables was used Spearman's correlation coefficient. Confidence level considered 95 per cent and the value of p at level 0.05 and or less considered as significant. All statistical work was performed using SPSS software version 19.

RESULTS

Descriptive study results related to the age showed that the most age incidence for the age group of 25 to 35 years with 41 people, is

41.83 percent. Descriptive study results related to the amount of education showed that the most age incidence for Bachelor degree with 35 people is 35.71 per cent. Descriptive study results related to job satisfaction showed that Shahryar's more physical education woman teachers among 87.1 per cent have job satisfaction. Descriptive study results related to job performance of Shahryar's physical education woman teachers showed that most job performance is related to teachers which have a degree associated with physical education field with 70 people which included 71.42 percent of 98 people of the total number.

The data in Table 1 shows that the age group 25 to 45 years, with 41.8percent of the total sample group has accounted to own self the largest number of samples. The lowest number with 11.2 percent account to age group more than 55 years.

According to the above table 2 at marital status, 71 people equal to 72.44 percent of the total sample were married; also single people have formed 22.44 percent. 5 people equal to 5.1% of sample group were also separated.

Research findings show Table 3 that the in the sample group literacy degree, 35.71 percent of this group which make up the

largest number, have a bachelor's degree. Diploma holders have allocated 14.28 per cent of the sample group to own self. Lowest number with 9 people equal to 9.18 percent had a master's degree.

Based on the research findings Table 4, 70 people equal to 71.42 percent of the sample group have formed people who have been educated in physical education and 17 people equal to 17.34 per cent of the sample group

have been educated in other fields. 11.22 percent avoided of the answers to these questions.

In **table 5**, amount of Spearman correlation coefficient for relationship between two variables of organizational justice and job performance, calculated equal to 0.137 and significant level equal to 0.028. This refer to rejects the null hypothesis and accepting research hypothesis.

Table 1: the study group literacy by age

age	Frequency	percent
25-35 years	41	41.83
36-45years	27	27.55
46-55 years	19	19.38
More than 55 years	11	11.22
total	98	100

Table 2: The study group literacy by marital status

marital status	Frequency	percent
married	71	72.44
bachelor	22	22.44
separated	5	5.1
total	98	100

Table 3: The study group literacy the last degree

last degree	frequency	percent
diploma	14	14.28
Associate's Degree	29	29.59
Bachelor's Degree	35	35.71
Master's Degree	9	9.18
Not answer	11	11.22
total	98	100

Table 4: Research group literacy of field

Type of degree	frequency	percent
Physical education	70	71.42
Other fields	17	17.34
Not answer	11	11.22
total	98	100

Table 5: The relationship between organizational justice and job performance among Shahryar's female physical education teachers

Spearman correlation coefficient	number	Significant level
0.137	98	0.028

CONCLUSION

In general, the aim of this study was to investigate the relationship between organizational justice and job performance Shahryar's female physical education teachers. One of the most consistent results discussed in the last research concerned with justice, this fact that human's positive and more conducive reaction to the methods and procedures that they believe justice has been observed in it. Kim and colleagues state: the impact that justice perception on satisfaction and performance within the organization caused researchers design hypotheses about how and why people attention to justice. Pivotal hypothesis is that the organizational justice and its impact on individual attitudes towards the organization, affected him in many of the fields (Mehildin, 2007). When procedural injustices exist in an organization normally, attitudes toward such organization in workers and even senior managers and authorities within the organization in a manner debilitating lowers the level of people satisfaction and performance. Performance as overall values defined of behavioral distinct pieces of expected organization that a person do during a certain period of time [9].

The results showed that there is a significant relationship between organizational justice and job performance, that corresponded with

research of Katin and colleagues (2012), Rangraz (2009) Vioruz (2011), Riasat and Zeyghami (2012), Marzooghi and colleagues (2010), Moharramzadeh and colleagues (2011), Land, (2003). These researchers examined the job satisfaction directly and view of Psychological angle. According to the results, it is recommended, in selection of the management responsibilities are careful in order to observance of organizational justice for the benefit staff of job satisfaction and ultimately achieving to appropriate job performance.

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