The Relationalship between Organization Justice and Organizational Citizenship Behavior of Survivor's Reactions to Downs

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ABSTRACT

According to the impact of several economic downturn in 2008, even the top companies can not get ride of the threat of an economic depression hangs over the world. This study is to investigate the relationships between the organization justice and organizational citizenship behavior of survivor's reactions to downsizing : perspective of psychological contract. This research regards the company of manufacturing, service, electronic and information industry as the sample to issue 300 questionnaires totally and received 226 valid ones. By statistical analysis methods (SPSS) we get some findings as follows: 1.The perception of anticipated organization justice significantly affects organizational citizenship behavior. 2.The perception of anticipated organization justice significantly negatively affects career uncertainty. 3.The perception of anticipated organization justice significantly negatively affects job insecurity. 4.The perception of anticipated career uncertainty significantly negatively affects organizational citizenship behavior. 5.The perception of anticipated job insecurity significantly negatively affects organizational citizenship behavior. 6.Career uncertainty and job insecurity Mediated the relationship between organization justice and organizational citizenship behavior.

Keywords : organization justice　organizational citizenship behavior　career uncertain

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