

A study of the relationship among perceptions of organizational politics, organizational justice and

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ABSTRACT

This study attempts to explore through the mediator of organizational justice which include distributive justice, procedural justice and interactional justice how to affect the relationship among perceptions of organizational politics and employees' workplace friendship. Several hypotheses are developed and tested on data that were collected from 266 employees in Cathay Life Insurance of Shanghai. Results indicated that (1) perceptions of organizational politics negatively affect organizational justice. (2) Organizational justice positively affects employees' workplace friendship. (3) The negative effects of perceptions of organizational politics on employees' workplace friendship were fully mediated by organizational justice. Implications for further research and merger management are discussed.

Keywords : perceptions of organizational politics、organizational justice、employees' workplace friendship

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