

# Exploring the Effects of Perception of Organization Justice Interfered and Achievement Motivation on Organizational Citizenship Behavior

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## ABSTRACT

This study mainly focuses on exploring the correlation among the perception organizational justice, achievement motivation and organizational citizenship behavior. Secondly, this study tries to explore the impact of individual achievement motivation level whether it would interfere the organizational citizenship behavior effected with the perception of organizational justice. The result of research shows: 1. The perception of the organizational justice significantly impacts on the presentation of organizational citizenship behavior positively. 2. The individual achievement motivation significantly impacts on the presentation of organizational citizenship behavior positively. 3. The level of individual achievement motivation significantly interfered both of the perception of the procedural justice and the interaction justice on the presentation of organizational citizenship behavior, and interfered less on the perception of distribution justice on the organizational citizenship behavior.

Keywords : justice perception of organizational、achievement motivation、organizational citizen behavior

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