

The Relationship of Employees' Fits and Organizational Justice

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ABSTRACT

By nature, people are attuned to the fairness or justice by compare with others in their workplaces. Scholars had say, an aspect of the work environment that causes employees to doubt their ability to copy with work demands. This perspective may lead to that unfair treatment can have a physiological effect on employees. In other words, if employees have fits with their work environment, employees could copy their job demand by used their ability. Thus, employees may be attuned to the fairness or justice to their organizations because their effort may give return. The present study aims to investigate the relationship among employees' fits and organizational justice. In order to clarify the relations among different employees' fits and different organizational justices. There are control variables for the study, including employees' sex, tenure, education, ages, and salary. Besides, job satisfaction and affective commitment as the mediator variables for the study as well. The result indicated that employees' fits has significant effect on organizational justice. P-O fit has most strong effect on procedure justice. The result also showed job satisfaction and affective commitment have mediating effect on the relation among P-J fit, P-O fit and organizational justice.

Keywords : employees' fits、organizational justice、job satisfaction、affective commitment

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