

A Study on The Influences of Organizational Justice and Organizational commitment on Expatriate Citizenship Behavior

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ABSTRACT

This research is discuss about the influence of organizational justice and organizational commitment on expatriate citizenship behavior. The independent variables are organizational justice (distributive justice, procedural justice) and organizational commitment (value commitment, effort commitment, retention commitment). The dependent variable is expatriate citizenship behavior. This research takes the expatriates in China for example. Totally 380 questionnaires were sent and 171 copies of completed questionnaires were returned. After regression analyzed with the SPSS 10.0 statistical analysis program, the conclusion is as follows: 1. In a regression, distribution justice and procedural justice have significant influence on expatriate citizenship behavior. 2. In a regression, value commitment and effort commitment have significant influence on expatriate citizenship behavior; however, retention commitment doesn't have significant influence on expatriate citizenship behavior. 3. In multiple regression, distributive justice and procedural justice both have significant influence on expatriate citizenship behavior; value commitment and effort commitment both have significant influence on expatriate citizenship; and retention commitment doesn't have significant influence on expatriate citizenship.

Keywords : Organizational justice, organizational commitment, citizenship behavior

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