

The Influence of Recognition of Ethics Atmosphere and Organizational Justice on Employees' Ethics Behavior Commitment-Ta

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ABSTRACT

This research is discuss about the influence of recognition of ethics atmosphere and organizational justice on China employee ' s ethics behavior commitment. The independent variables are recognition of ethics atmosphere (selfish, caring, independence, rule, and instrumentalism) and organizational justice (distributive justice, procedural justice). The dependent variable is ethics behavior commitment. This research takes China employees for example. Totally 460 questionnaires were sent and 185 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, caring , rule and instrumentalism ethics atmosphere have significant influence on ethics behavior commitment. 2. In a regression, distributive justice and procedural justice have significant influence on ethics behavior commitment. 3. In multiple regression , caring , rule and instrumentalism ethics atmosphere have significant influence on ethics behavior commitment; distributive justice and procedural justice don ' t have significant influence on ethics behavior commitment.

Keywords : Recognition of ethics atmosphere, Organizational justice, Ethics behavior commitment

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