

The Moderating Effect of Organizational Justice on the Relationship between Leadership Style and Job Satisfaction

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ABSTRACT

Recent years reason political context and national finance insufficient influence. The national security organization vigorously impels the organization degeneration policy. Reduces staff in the personnel up to under the security national security premise, how promotes the national troops all levels of units commanding officer's leadership series imperial, eliminates former high-pressured the leadership work style, simultaneously pondered how when promotes the leader condition to take, creates organizes member's work achievements, however the achievements performance back coupling to subordinate's work satisfaction, can achieve the organization to decide the goal. In order to give the unit appropriately the commanding officer, the objective appraisal basis, condition and subordinate work satisfaction the influence effect which produce under the organization just interference effect does the research in view of the commanding officer leader. This research goal includes: First, discussion different leadership style condition to job satisfaction influence. Second, discusses the moderating effect of organizational justice on the relationship between leadership and job satisfaction. This research utilization suitable statistics analysis. It shows the result as follows; First, Leadership style has positive effect to job satisfaction. Second, Transaction leadership has positive effect to tool-satisfaction. Third, Transaction leadership has positive effect to sociality- satisfaction. Fourth, Procedure fair has decreased influence to relative conduct between Transformation leadership style and sociality-satisfaction. Fifth, Interaction fair has decreased influence to relative conduct between Transaction leadership style and selfishness-satisfaction. Organizes speaking of the national troops, the management system the establishment is affects the organization operation the important basis, however strengthens commanding officer's leadership series imperial ability and fully entrusts with the subordinate the work power and responsibility, then the creation achievements, cause the subordinate to obtain in the work the achievement and satisfaction, can achieve goal of the organization hypothesis.

Keywords : leadership style ; job satisfaction ; organizational justice

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