The relationship between organizational health and organizational justice with organizational commitment among the employees of Islamic Azad University of Aliabad

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Abstract:

The purpose of this study, method of research is descriptive - survey has been solidarity. To collect data, means of questionnaire with standardized Niehoff Moorman organizational justice and organizational commitment questionnaire Allen and Meyer (2001) organizational health questionnaire fyldman (1996) Shd.jht analyze the data, descriptive and inferential statistics such as test methods Spearman correlation 99% confidence level showed that among the components of organizational justice and organizational commitment Islamic Azad University of Aliabad There is a significant relationship .

Keywords: organizational commitment, organizational health, organizational justice

Introduction

One of the indices one organization to the other has committed manpower.

to the problems of cooperation can be effective, among other things, most importantly, organizations in the realization of the goals and ideals fail.

The commitment will lead to productivity, because increased commitment to promoting the individual's adaptation to the organization, individual creativity, as well as the efficient use of human resources. This all leads to increased productivity.

Justice and its implementation is one of the basic needs and human nature that has always existed throughout history it has provided a fertile ground for human development. Justice theories developed in parallel with the development of human society and its range of religions and philosophical theories to empirical research has been drawn.in organizations.

Process, in general, practices, fair results in the organization can pave the way to achieve good results and competent administrator rather than trying to consider, complex requirements, through fair dealing reduce control costs, reduce administrative levels at the same time the specific objectives for their unit or organization development and thereby ultimately adding to the level of employee commitment

1- Organizational Health

along with their other systems and take steps towards a larger system. Consistent and coordinated action if the organization is a necessary and sufficient features of an organization is healthy. If you do not have in the system of the characteristics of a healthy organization not only can not perform their functions, but also in other community systems will have a negative effect. When the organization is in good health, all employees know what is the organization's objectives (Mirsepassi, 1381: 47)

Miles seems to organizational health and survival of the organization is to survive in their environment and adapt to it and upgrade and expand its ability to adapt more. Klyngel and Leiden of organizational health is a relatively fresh concept and includes the organization's ability to carry out their duties effectively and grow and improve the organization. A healthy organization is where people want to stay there and work and the people are helpful and effective.

University organizational health framework for conceptualizing the general environment of the organization.expands. Miler, 2005 PP: 375-391)

Organizational Health Organization only includes the ability to perform tasks effectively, but also includes the ability for growth and continuous improvement of the organization. Observers in healthy organizations committed staff and loyal spirit and high-performance communication channels open and to successfully attain the high. (Lyden & Klingle 2007 PP: 3-5)

Another thing that is important due to its role in the concept of organizational health management and health promotion as the main cause in the organization.to destructive forces also directed towards the main objective of the organization and the organization goals, effectiveness and ensure its survival. Leaders and great managers, our moves and our passion and desire ignite and create the most interest in us. Leadership determines our path and we aim for and the way to make it clear. Morale and leadership behaviors major impact on the overall performance of the organization. Because the mood is not transferable to others. (Interest, 1387: p. 14)

. For this reason, organizations are to survive, police and seek their development through qualified human resources in the field of rapid global growth, continuous improvement, efficiency, profitability, flexibility, adaptability and preparation for the future enjoyment of a privileged position in the field of activity achieve their. Without these qualities, the organization is truly impossible to be able to face the best act as a competitive and effective.

In organization and management studies, theoretical texts, we talk and we'll see new organizational health. Researchers in the field of new organizations are now positive studies, the dynamics of individual and organizational guidance for exceptional performance and methods of the organization and its members are successful in their proper directions show progress. The researchers are doing research on the exceptional performance of organizations. Although organizational health, as discussed in management literature, primarily related to employee health, but an evolution in terms of health and movement towards health management processes, culture, structure and attention to psychological factors, environmentally work, feelings of employees, leadership, trust, mutual support, social responsibility, effectiveness and has been created (Ansari, 1388, p. 4)

2- The concept of health

Health means the absence of disease and dysfunction in the organism.

Miles believes that the concept of organism, regardless of the perceived drawbacks of the concept of the ideal type of organization and bring good health. Organizational health approach in terms of understanding the dynamics of organizations and research and efforts to improve them, considerable scientific benefits. (Ibid., P. 14)

3- of organization

Social organization is set relatively clear boundaries and with coordinated components, consciously and continually works to achieve its own goals.

Every organization recognized borders that may change over time. The boundaries are not always clear, recognizable, however, can always be defined in such a way that they are distinct from other members of the organization. In fact, the boundary detection can be internal elements and external environment recognition elements (Gholipour, 1388, p. 23).

The presence of competent people in the organization, as well as healthy blood flow in the vein of living organisms, maintaining their life. Continuation of the efforts of individuals every day, when half or even occasionally (as a consultant or customer) participate in the organization, ensuring its survival and growth. Unlike basic social systems as a result of social customs and habits were created, the new pre-designed and are consciously created for specific goals. In fact, today the organization's objectives and determines their raison d'etre. The purposes for which organizations are responsible for achieving them out of the people alone. In other words, the goals of human groups coordinated, more efficient and more effective. (Lbid, p.4) In fact, we can say that "organizations We are extending themselves, "ie, the ability to add people and we are able to do extraordinary things. (Scott & Etal, 2005, P6)

4- Organizational Justice:

Historically, the most fundamental and important issue of human ideals, justice and equity that each thinker put it attention. Justice, virtue that changes in human life and human societies depends on it and talk about it and how to implement it is always human life and dignity primary the innate dignity of the human intellect.

This idea of the West and Islamic East in accordance with the principles of such a worldview, ontology schools has been raised by authorities. (Brvknrvsy Flowers, 1383).

The first definition justice, Plato and Aristotle attributed to Socrates. One of the most important questions about the nature of justice Bvd.bd of Socrates, Plato in his Republic - the most important of his work - a discussion of justice called the first and oldest detailed discussion about Zadeh and Naser, 1387)

According to Plato, justice is achieved when everyone in the government it deserves its work, the human being is just as human as the three components of her soul (anger, passion and intellect) under the rule of reason, be consistent. (Akhavan Kazemi , 1382)

According to Aristotle - a pupil of Plato - the justice of equal treatment of equals . believed that the masses because of the revolution which they treated with injustice.

From the perspective of Thomas Aquinas, which has real-time justice prevails concessions to everyone according to his dignity and strength.

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.dalt in its radical concept in Marx's famous formula from each according to his ability and slogan and to each according to his needs Shvd. summarized in the concept of gravity justice, equitable distribution of wealth. (Hossein Zadeh and Naser, 1387)

is (Moorman, 1991).

Studies show that employees in the performance or violation of justice faced by two sources:

In order to fulfill the mission of prophets and canonical justice system broadly with human life as much as the Messenger of Allah (PBUH) has been quoted: "The country remains but injustice not stay with the unbelievers" (Brotherhood Kazemi, 1382: 73).

they are as essential preconditions to satisfy the needs has learned.

this field has been growing over the years.

5- Concepts of justice

One of the difficulties justice, ambiguity in definitions and meanings of the Arabic . more than ten Synonyms are words and words qualify as synonyms justice. Thus, every aspect of justice there are several meanings, perhaps most notably installment, endurance , the middle portion, share, rate, equity, etc. France and the United Kingdom and Latin (Akhavan Kazemi, 1382: 27).

judge with truth and honesty and other concepts such as justice says:

"The word justice is endurance and stamina in the law on the right path by avoiding the dilemma is what gave meaning in religion, justice, Mqablstmvbydad something between the extremes Tfrytast (Rezaeian, 1384).

Chharkarbrd four senses of the word justice is:

1) rhythm

2) equality and rejecting any discrimination

3) The right of individuals right to rightful owner

4) observance of the merit or perfection of imparted there and mercy to what is possible (Motahari, 1368)

proportional, and sum of the cosmos. But talk of justice against injustice, for each individual and each individual component of other components. in just the first concept, and in the interest of justice to the latter, it is the individual's right .

Proportional means and balance of justice, the dignity of being God's wise and knowledgeable and Aleem . wise to include the requirement of science and general wisdom knows that what is necessary for the structure of everything in it is size.

Respect for equitable justice requires equality of entitlements should be noted that non-compliance the same with everything and everyone, but the tyranny of One misconception is that if justice is equally rewarding to debate ban it will be justice.

Including famous folk "equal justice is tyranny" of a perception that justice means the right . found respect for equality in the field of equal entitlements must be done. (Rezaeian, 1384)

6- Why justice

it is the desire to love and friends with others search Krd.ba such observations may be asking why justice? answered.

I will explain why people live and work in groups? The answer is that because social gatherings in the broadest sense of the term, it would be understanding between people with different privileges.
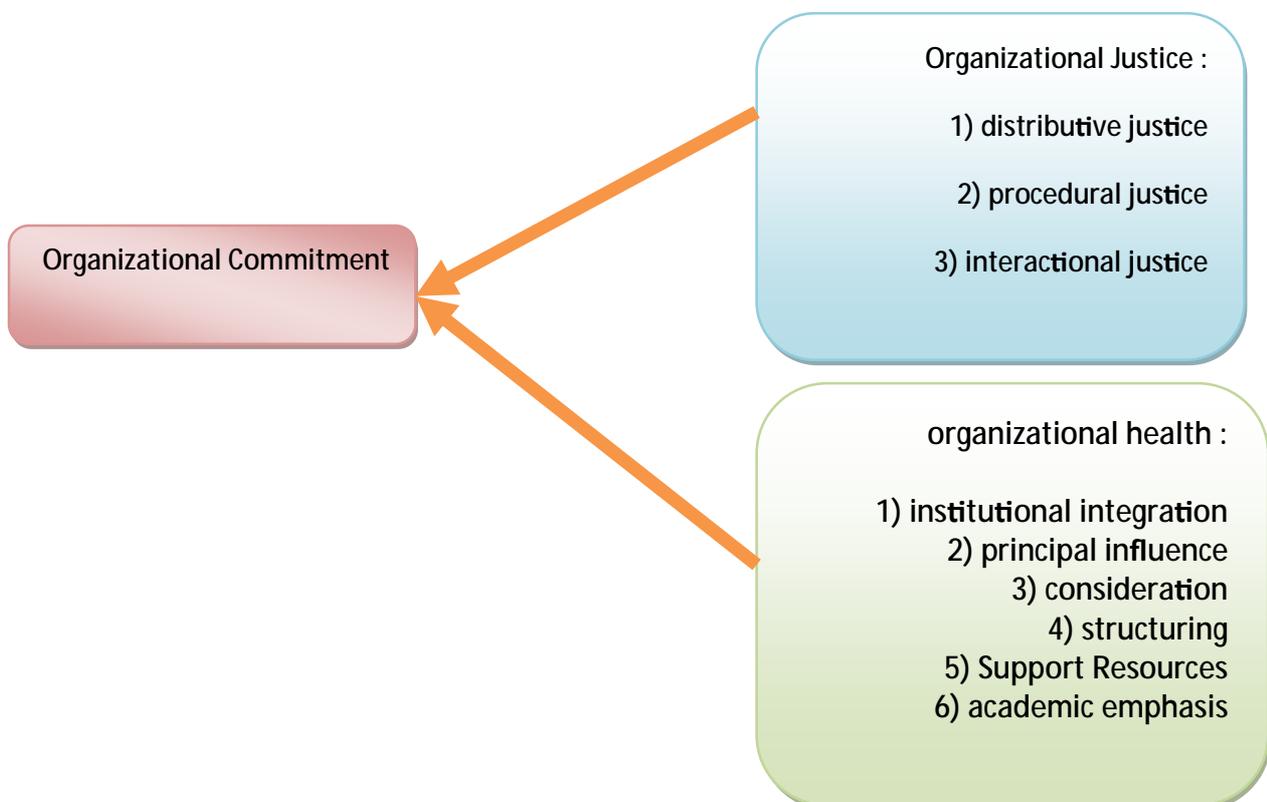
It is useful to other people

et al., 1385).

and his value in the context of a social group.

Of course, economic benefits and emotional and social - are closely interrelated, for example, many people are seeking excessive profits for material prosperity need additional material goods often means to gain social prestige and personal values are important. (Krapanzanv, 1997)

Conceptual model

Organizational Commitment

Organizational Justice :

1) distributive justice

2) procedural justice

3) interactional justice

organizational health :

1) institutional integration
2) principal influence
3) consideration
4) structuring
5) Support Resources
6) academic emphasis

7- Hypotheses

1-organizational justice organizational commitment among employees Azad University of Aliabad, Golestan province, there is a significant relationship.

2-between distributive justice and organizational commitment among employees Azad University of Aliabad there is a significant relationship.

3-between justice and organizational commitment among the employees of Islamic Azad University of Aliabad there is a significant relationship.

4. The interaction between justice and organizational commitment among employees Azad University of Aliabad there is a significant relationship.

The first hypothesis test

The relationship between organizational justice and organizational commitment among employees Azad University of Aliabad there is a significant relationship.

H   There is no significant relationship between organizational justice and commitment within the organization.

H1 There is a significant relationship between organizational justice and commitment within the organization.

The correlation coefficient between organizational justice and organizational commitment of staff

Spearman's correlation coefficient table			
Commitment	Organizational Justice		
.980**	1	**Spearman correlation**	Organizational Justice
.000		**Significance level**	
113	113	**Total**	
1	.980**	**Spearman correlation**	Commitment
	000.	**Significance level**	
113	113	**Total**	

8- summary and Conclusion

Between organizational justice and organizational commitment among employees Azad University of Aliabad there is a significant relationship.

Between distributive justice and organizational commitment among employees Azad University of Aliabad there is a significant relationship.

Between procedural justice and organizational commitment among employees Azad University of Aliabad Ktvlrabth there.

Between interactional justice and organizational commitment among employees Azad University of Aliabad there is a significant relationship

9- **Offers**

Given the positive correlation between organizational health and organizational justice with organizational commitment among employees Azad University of Aliabad following suggestions to managers and is responsible for the administration of data:

1. It is necessary to strengthen the organizational health of the environment, continuous communication among colleagues and between subordinates and supervisors facilitate the relationship is two-way and without fear in different levels of the organization are.

2. The responsible organizations involved in the health sector can be developed with the participation of employees in corporate vision and goals statement, they draw on the organizational vision as well as help improve organizational commitment.

3. The authorities involved in health care organizations can work with employee performance evaluation and feedback to motivate staff in their efforts.

4. It is recommended to respected authorities in the selection, recruitment and appointment of directors and sequencing, so managers should pay enough attention to the most qualified and most competent people are elected

5. respected directors in matters of justice more interactive than ever before and have the interpersonal relations of justice be concluded with them, the attention that the staff is also extremely sensitive to structural aspects.

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