

# **Relationship between emotional intelligence, perceived organizational justice and job performance of employees martyr foundation and veterans affairs Guilan administration**

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**Abstract** To survive and progress, organizations need to continuously improve their performance and Human resources are considered to be fundamental investments of organizations and source of any change and innovation. In this regard, performance is Matter of urgency in path of goals and mission of the organization. The total purpose of this study was to investigate Relationship between emotional intelligence with job performance by organizational justice. The research purpose is applications, data collection method is descriptive and Correlation. Data collection tool is questionnaire. Validity is content validity and reliability through Cronbach alpha coefficient was approved. The population studied in the present investigation is staff of martyr foundation and veterans affairs Guilan administration with 380 people. Considering the total number of target population and Morgan table, sample size is 191 that using to Non-probability available sampling 210 questionnaires was distributed. Finally, 198 questionnaires were collected staff and the data were analyzed. Results showed that Emotional intelligence is positively correlated with perceived organizational justice and job performance. Also, Perceptions of organizational justice mediate the relationship between emotional intelligence and job performance of employees.

**Keywords :** Keywords: emotional intelligence, organizational justice, job performance, martyr foundation and veterans affairs Guilan administration

