

# **The explanation of mediating role of motivational factors and healthcare settings in the relationship to distributive and interactional dimensions of organizational Justice and work engagement among Guilan's Bank Meli empolyments**

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**Abstract** One of the concepts that attracted the attention of researchers in the field industrial and organizational psychology is job involvement. In fact, interest in the study of job involvement concept has been mainly focused on determination and identifying its determinants. The main objective of this study is to answer the key question how and to what extent interactional and distributive justice through motivational and healthy factors can affect on employees job involvement of Meli Bank of Guilan province. Which ed by convenient sampling method. The research is applied in terms of objective, and its methodology was survey method. Method of data collection was field and were ed through convence method. Results showed that all hypotheses of research were confirmed except the effect of distributive justice on job involvement through healthy factors and the effect of interactional justice on job involvement through motivational factors. **Keywords:** distributive justice, interactional justice, motivational - healthy factors, job involvement

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