

The Role of Organizational Justice in Relationship between Leadership Style and the Quality of Working Life between First Level High School Teachers in Rasht City

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In this study, the mediating role of organizational justice in the relationship between leadership style and the quality of working life in Rasht first-level high school teachers has been examined. The independent variable is leadership style (interactive and transformational), the dependent variable is quality of working life, and the intermediate variables are organizational justices (interactive, distributive and procedural). The aim of the research methodology as applied and in terms of data collection and descriptive correlational research is the field branch. The data collection tool in this study is questionnaire. The population in this study is 877 first-level high school teachers in Rasht city. The sample size is determined by using Morgan table that is 265 participants who is specified through systematic sampling. The collected data, after collecting sample of study, were analyzed through a questionnaire and by using structural equation modeling and LISREL software. The results showed that there is a meaningful relationship between leadership style and organizational justice with regard to the quality of working life. There is also a significant relationship between leadership styles (interactive and transformational) and organizational justice (interactive, distributive and procedural). Finally, there is a significant relationship between organizational justice (interactive, distributive and procedural) and quality of work life.

Keywords : Transformational leadership, interactive leadership, distributive justice, procedural justice, interactional justice, quality of working life

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