

# **The Effect of Organizational Justice and Organizational Trust on the Job Satisfaction of Headquarter Employees, Gilan University of Medical Sciences**

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**Job satisfaction is an important factor to increase efficiency and personal satisfaction that is involved in the development, organizational development, HEALTH workforce, absences, delays, leaving work and performance. Literature review represented that organizational justice has significant effect on increasing job satisfaction and if employees feel that their organisation cares about distribution, processes and interactive system, satisfy more in terms of salary payments, waiting for progress, work plans, co-workers and supervisors. Organizational trust plays a significant role in the success of organizations and includes the trust between employees, employees and managers and employees and the organization. By a high level of trust, we can expect high-level business, job satisfaction, organizational commitment, organisational citizenship behavior and performance. The aim of this study was in addition to respond whether organizational trust and organizational justice their dimensions have an impact on job satisfaction among workers in the study population, provide suggestions to improve the indicators related to the research variables. 883 headquarter employees of Gilan University of Medical Sciences (corporate headquarters and 7 department in Rasht) were ed by stratified random sampling method as sample. It is a descriptive-survey study in terms of methodology and an applied regarding purpose. Data were gathered through questionnaires using field study and eventually, 321 questionnaires were collected. In order to determine the validity and reliability of variables were used content analysis and Cronbach's alpha coefficient, respectively. Data were analyzed via SPSS24 software. The current study has two main and six sub-hypothesis which were tested through the multiple**

regression. The results indicated that organizational justice and organizational trust, respectively, with a beta coefficients (0.396 and 0.455) were able to predict 0.63 variance of job satisfaction and the organizational trust was regarded as a better predictor. As well as, the results demonstrated that the dimensions of organizational justice (distributive justice, procedural justice and interactional justice), respectively, with a beta coefficient (0.341, 0.350 and 0.198) were able to predict 0.57 variance of job satisfaction, and procedural justice was considered as the best predictor of job satisfaction among the dimensions of organizational justice. The dimensions of the organizational trust (horizontal trust, vertical trust and institutional trust), respectively, with a beta coefficients (0.150, 0.409 and 0.288) were able to predict 0.55 variance of job satisfaction and vertical trust was the best predictor of job satisfaction among the dimensions of the organizational trust.

**Keywords : Job Satisfaction, Organizational Trust, Organizational Justice, Headquarter Employees of University**

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