

The Relationship between Organizational Justice With Burnout due to the moderating role of Ethical Climate (case study: guilan social security organization)

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Abstract Burnout is a subject that not only is related to the staff mental health but also is related to the their productivity; therefore, for this reason getting to know the ways of coping with mental stress, identify, prevent and conquer on burnout, mental health improving also have a significant role in the effectiveness and efficiency of manpower. The overall goal of this study is to investigate the relationship between justice organizational and the burnout according to the mediating role of ethical climate in the Guilan Province of social security organization. The research method is descriptive and its purpose is practical and data collection method is field and its tool is a questionnaire. And because it is done in social security organization, also it is observed case study. In this study, the statistical population is all the staff of Social Security Organization of Guilan Province. By considering the total statistical population and according to Cochran formula, the sample size is 292 people. And non-probability sampling method was used. Data through SPSS software version 20, and LISREL 8.54 were analyzed. The obtained results of this study showed that the best research is a good fit and the hypothesis results showed that 95% of confidence level, among procedural justice, emotional exhaustion and depersonalization there was a relation. Also at 95% of confidence level, among distributive justice, emotional exhaustion and depersonalization there was a relation. And at 95% of confidence level, among procedural justice, distributive justice and moral atmosphere there was a relation. The results show that at 95% of confidence level among ethical climate, emotional exhaustion and depersonalization there was a relation. Procedural justice, emotional exhaustion and depersonalization with according to moral atmosphere

there was a relation. Finally, the results showed that, there was a relationship between distributive justice, emotional exhaustion and depersonalization, with attention to the mediating role of ethical atmosphere. Therefore all twelve hypotheses of this study were approved.

Keywords : burnout, justice organizational, ethical climate, the Social Security Organization.

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