

# **Effect of Perception of Injustice on Job Burnout and Performance (Case Study of Social Workers in Governmental Hospitals of Guilan Province)**

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**Abstract** Job burnout and job performance in the long run lead to reduced productivity, reduced effectiveness, job dissatisfaction and reduced commitment to work and organization. Which leads to organizational performance and the client's dissatisfaction. The phenomenon of burnout and job performance in hospitals and workers due to the high workload is visible. Therefore, in this research, the effect of perceived injustice on burnout and job performance of social workers in governmental hospitals of Guilan province level is investigated. This research was based on the type of applied purpose and the descriptive-correlation nature. The data gathering method was field and data collection tool was a questionnaire. The statistical population of this research is 40 employees working in governmental hospitals in Guilan province. A community census was conducted due to the small size of the community. Cronbach's alpha was used to check the reliability of the questionnaire, which was more than 0.7 for all variables. Data were analyzed using SPSS and SMART PLS2 software. the two hypotheses presented in the research, both hypotheses were confirmed. The effect of injustice on the job performance of social workers in government hospitals in Guilan province was more than the effect of injustice on the joblessness of social workers in governmental hospitals in Guilan province.

**Keywords :** Keywords: organizational injustice, job burnout, job performance

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