

The Impact of Perceived Performance Evaluation System on Job Satisfaction Regarding Organizational Justice of Employees of Refah Kargaran Bank in Guilan province

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Job Satisfaction is one of the most important factors that should be considered in order to pay attention to the psychological dimensions of manpower life in the organization. Perception of justice is one of the advance of satisfaction. The purpose of this study was to assess organizational justice in the impact of perception of performance evaluation system on job satisfaction among employees of Guilan province of Refah Bank. Research is considered as an applied and descriptive-survey method. The statistical population of the research is the employees of the employees Refah Bank of Guilan Province, which is 435 people. According to the Cochran formula, 225 people were ed by cluster sampling method. For data gathering, a standardized questionnaire was used. The reliability of the questionnaire was confirmed by Cronbach's alpha and composite reliability, and validity of the questionnaire was confirmed by convergent, convergent, and divergent content validity. In order to analyze the data, Smart PLS3 software was applied and using Minimal Squares based structural equation modeling method has been applied. The findings of the research showed that the perception of the performance evaluation system based on the dimensions of administrative goals, developmental and criteria criteria has a positive and significant effect on procedural, distributive and interpersonal justice. It was also found that procedural justice, distribution, and communication had a positive and significant effect on job satisfaction. In sum, it can be said that by improving the sense of justice towards the performance evaluation system, the job satisfaction level of the employees of the Refah bank of Guilan province will be improved.

Keywords : Performance Evaluation System, Organizational Justice, Job Satisfaction

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