

Influence of Organizational Justice on Organizational Citizenship Behavior among Nurses

Thesis

*Submitted for Partial Fulfillment of Master Degree in Nursing
Science*

(Nursing Administration)

By

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Dr. Reham Mohamed Mohamed Geatar

Dedication

I would like to dedicate this thesis to

My parents

My husband

My son and my family

*For their love, care, support and encouragement that
allowed me to accomplish this work. It has made the
journey far more enjoyable and rewarding.*

Reham Mohamed Mohamed Geatar

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- **Arabic Summary**--

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List of Abbreviations

Abb.	Full term
APRN	Advanced Practice Registered Nurses.
ICN	International Council of Nurses.
NP	Nurse practitioner.
OC	Organizational Commitment.
OCB	Organizational Citizenship Behavior.
OJ	Organizational Justice.
RN	Registered Nurses.
TI	Turnover Intention

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Abstract

Background: Justice and its implementation are one of the fundamental and innate needs of the human. Employees' exhibit higher levels of performance, loyalty, act more than their job descriptions and have high level of organizational citizenship behavior when they believe they are treated fairly at workplace. **Aims:** This study aimed to investigate the relationship between organizational justice and organizational citizenship behavior among nurses. **setting:** El Demerdash university Hospital. **Design:** a descriptive, correlational design was used. The study **subject** included 179 nurses. **Data collections tools:** Data were collected by using organizational justice questionnaire sheet, and organizational citizenship behavior scale. **Results:** More than half of the studied nurses (55.31%) had moderate perception level toward organizational justice, more than half of the studied nurses (54.7%) had positive organizational citizenship behavior. **Conclusion:** There is a highly statistically significant positive correlation between altruism and distributive justice, However; there was no statistically significant correlation between organizational justice and organizational citizenship behavior. **Recommendations:** Nurse Managers have to respectful to rights and duties of nurses in making decisions, and conducted periodically meeting with their staff nurses to discuss and solve their work problems.

Keywords: Nurses, Organizational citizenship behavior, Organizational justice.

Introduction

Nurses are the largest group working in health care organizations and have a key role in the performance & success of health care organizations. Nursing is a job that has a close relationship with people and is responsible for human lives **(Jafari and Biclarian, 2012)**. Nurses perform better and exert a high level of effort when they perceive that they are supported by organizations which care about their well-being and value their contributions, which encourages them to engage in organizational citizenship behavior. Organizational justice emerged as an important concept in the prediction of organizational **(Kwak, 2010)**. citizenship behavior

All organizations are seeking for high performance, innovations, and flexibility to boost up the economy of the entire world. It can only be possible when organizations provide their employees with a satisfied workplace, fair treatment, remuneration and appraisal for their effective work. These factors help in developing the organizations and another such kind of workplaces **(Hafiz, Umair, and Anam, 2012)**.

The employees of the organization are influenced by the perceptions of fair treatment in many ways. Firstly,