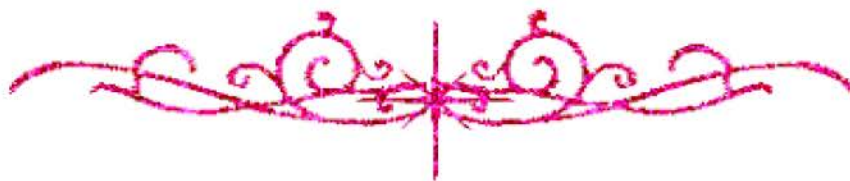


بسم الله الرحمن الرحيم





شبكة المعلومات الجامعية التوثيق الالكتروني والميكرو فيلم



جامعة عين شمس

التوثيق الإلكتروني والميكروفيلم

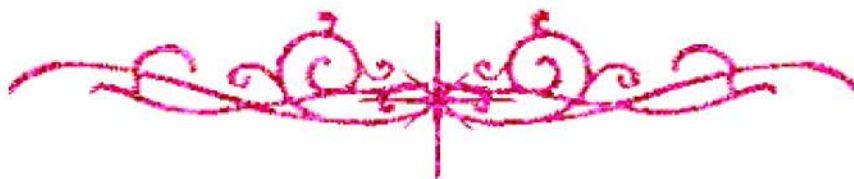
قسم

نقسم بالله العظيم أن المادة التي تم توثيقها وتسجيلها
علي هذه الأقراص المدمجة قد أعدت دون أية تغيرات



يجب أن

تحفظ هذه الأقراص المدمجة بعيدا عن الغبار



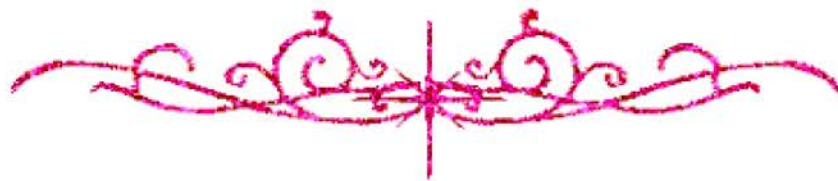


بعض الوثائق الأصلية تالفة





بالرسالة صفحات
لم ترد بالأصل



Relationship between Organizational Justice and Work Engagement among Staff Nurses

Thesis

*Submitted for Fulfillment of the Master Degree in
Nursing Science (Nursing Administration)*

By

Mervat Amin Ali Badawy

B.Sc Nursing, Assuit University

**Faculty of Nursing
Ain Shams University**

2021

Relationship between Organizational Justice and Work Engagement among Staff Nurses

Thesis

*Submitted for Fulfillment of the Master Degree in Nursing
Science (Nursing Administration)*

Supervised by

Prof. Dr. Mona Mostafa Shazly

*Professor and Head of Nursing Administration Department
Faculty of Nursing- Ain Shams University*

Assist. Prof. Dr. Samah Mohammed Elsayed

*Assistant Professor of Nursing Administration
Faculty of Nursing- Ain Shams University*

**Faculty of Nursing
Ain Shams University**

2021



Acknowledgement

After thanking Allah, I would like to express my appreciation, to all who have contributed to the success of this study.

*I am extremely thankful to my principle supervisor, **Prof. Dr. Mona Mostafa Shazly**, Professor and Head of Nursing Administration Department, Faculty of Nursing – Ain Shams University, for providing me with a lot of encouragement, valuable guidance, patience and moral support for building up the present study. I was very lucky to work under her supervision.*

*Also, I would like to express my deep appreciation to **Assist. Prof. Dr. Samah Mohamed El-Sayed**, Assistant Professor of Nursing Administration, Faculty of Nursing – Ain Shams University, for her unlimited help, guidance, constant support and for the time she devoted to me in this work,*

Last but not least, I would like also to express my appreciation to my study subjects and to all those who helped me in this work,



Mervat Amin Ali Badawy



*I would like to extend my deepest
thanks to staff nurses, who
inspired me and supported me
throughout my entire life,*

My mother,

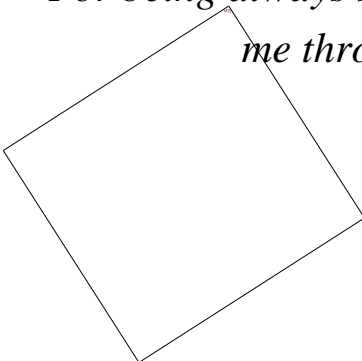
My brother,

My husband,

My sons,

My family

*"For being always supportive and encouraging
me throughout my life.*



List of Contents

Title	Page
▪ Introduction.....	1
▪ Aim of the study	6
▪ Review of Literature.....	7
Organizational justice.....	7
☒ Concepts of organizational justice.....	7
☒ Theories of organizational justice	8
☒ Importance of organizational justice	9
☒ Models of organizational justice.....	11
☒ Dimensions of organizational justice	11
☒ Effect of organizational justice on staff nurse and organization	14
☒ Role of nurse manager to foster organizational justice	16
Work engagement	18
☒ Concepts of Work engagement.....	18
☒ Difference between staff nurse engagement and work engagement	20
☒ Theory of work engagement.....	21
☒ Dimensions of work engagement	23
☒ Importance of staff nurses' engagement	24
☒ Barriers of work engagement.....	27
☒ Overcoming barriers of work engagement	29
☒ Steps to Improve Staff nurse Engagement	31
☒ Relation between organizational justice and work engagement	34

List of Contents (Cont.)

Title	Page
▪ Subjects and Methods.....	35
▪ Results.....	45
▪ Discussion.....	63
▪ Conclusion.....	73
▪ Recommendations.....	74
▪ Summary.....	76
▪ References.....	79
▪ Appendices.....	_
Appendix I : Organizational Justice Questionnaire Sheet.....	i
Appendix II : Work Engagement Questionnaire Sheet.....	ii
Appendix III : Thesis protocol.....	iii
▪ Arabic summary.....	

■ List of Tables

Table	Title	Page
	Tables in Subjects and Methods	
A	Description of organizational justice scale.	39
B	Description of work engagement scale.	40
	Tables in Results	
1	Frequency distribution of studied staff nurses' age and years of experience.	46
2	Frequency distribution of studied staff nurses' perception regarding distributive justice.	48
3	Frequency distribution of studied staff nurses' perception regarding procedural justice.	49
4	Frequency distribution of studied staff nurses' perception regarding interactional justice.	50
5	Frequency distribution of studied staff nurses' perception regarding levels of organizational justice dimensions.	52
6	Frequency distribution of studied staff nurses' perception regarding vigor.	55
7	Frequency distribution of studied staff nurses' perception regarding dedication.	56
8	Frequency distribution of studied staff nurses' perception regarding absorption.	57
9	Frequency distribution of studied staff nurses' perception regarding levels of work engagement dimensions.	58

Table	Title	Page
10	Correlation matrix between organizational justice dimensions and work engagement dimensions.	61
11	Correlation between total organizational justice and total work engagement.	62
12	Relation between personal and job characteristics of the studied staff nurses and their perception of organizational justice.	63
13	Relation between personal and job characteristics of the studied staff nurses and their level of work engagement.	64

List of Figures

Fig.	Title	Page
	Figures in Results	
1	Distribution of staff nurses' regarding gender.	47
2	Distribution of staff nurses' regarding nursing level of education.	47
3	Distribution of staff nurses' perception regarding organizational justice dimensions.	53
4	Total organizational justice perception of staff nurses.	54
5	Distribution of staff nurses' perception regarding levels of work engagement dimensions.	59
6	Level of total work engagement of studied staff nurses.	60

List of Abbreviations

Abb.	Full term
HR	Human Resources
JD.R	Job demands and resources theory
SET	Social exchange theory