

EXAMINING THE RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL JUSTICE AND CONSCIOUSNESS OF EMPLOYEES IN ARDABIL PROVINCE TAX ORGANIZATION

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Abstract

the aim of the present study was to determine the relationship between perceived organizational justice and employee work ethics Tax Ardabil. The research is descriptive, correlational field study was conducted. Statistical community, employees and contractors with tax was 310 people. Cochran's formula for calculating the sample size was 162 people. Stratified random sampling was performed. Gathered data, demographic questionnaires, surveys and questionnaires, work ethics were perceived organizational justice. Inventory organizational justice collectively contain 18 questions that measure distributive justice scale with 5 items Hoff and Moorman (1993), a measure of justice procedural questionnaire 7 questions Moorman (1991) and a measure of justice with the questionnaire 6 questions Moorman (1991) used was. To measure work ethics questionnaire containing 33 questions was used. Reliability coefficient of the questionnaire perceived organizational justice and work ethics through order alpha obtained 0.87 and 0.86. Among the demographic variables (gender, work experience, education level, type of employment and field), the level of education on the relationship between perceived

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organizational justice and work ethics have an impact. Significant differences between the components of justice (distributive, procedural, and communication) by gender, work experience, education, type of employment and working groups.

Keywords: perceived organizational justice, distributive justice, procedural justice, justice, communication, work ethics.

INTRODUCTION

Of justice in the workplace has dramatically increased in recent years (Zhang & et al, 2009). Due to the extent of the impact of fairness, justice, understanding the effects of attention of many researchers in the organization of human resources, organizational behavior and organizational psychology / Industrial has attracted (Over & et al, 2004). Organizational justice is related to employees' perspective of whether or not they are treated with fairness? (Abu Elanain, 2010). The overall organizational justice theory and research in three main waveform is evaluated. First wave centered on distributive justice, procedural justice, a second wave of communication is based on justice and the third wave (Azgoli, 2005). At least three types of justice based on evidence from experts and scholars have been accepted. These three dimensions or aspects of fairness in dealing with one another, the Creator overall fairness in the workplace are perceived (Golparvar and Nadi, 2011). Distributive justice: the perceived fairness of organizational outcomes back (Fort and Sue Lowe, 2008). Procedural justice: procedural justice refers to the fairness of the procedures used to obtain the allocation decisions and outcomes (Olson et al, 2006). Relational justice: the quality of the people is felt by every person who goes (Afjeh, 2007, p 332).

Organizational citizenship behavior, and it is a different context (Shokrshekan & Nami, 2007). Organizational citizenship behavior, behavior that is done by the individual or organization is intended to help partners (Hoff et al, 2008). Several investigators (Graham, 1986; Morrison, 1994; Podsakoff & et al, 1993, as quoted by Ruby et al, 2005) five dimensions of organizational citizenship behavior (OCB) has been considered. These dimensions include altruism, conscientiousness, humility and bravery and nobility are citizenship. Behavioral work ethics is not to win the favor of the employee (and followed by Haigh & Pfau, 2006).

People who regularly conscientious, reliable and are risk averse. They have high performance and are more concerned about the complete and true to the State's finances are concerned. Of course,

not to say that finance is important for conscientious individuals, but to these people for the growing opportunities in the future, we are currently delays and delay any pleasure (Zhao & Chen, 2008). Because of conscientious hardworking, loving and stable victories are willing to complete and do what is necessary to do. Thus, success depends affiliation, interpersonal relations, gentle, hard work and initiative in the workplace is a problem, conscientious and dutiful subjects, the more likely that people with less sense of duty of precautionary behaviors involved in (the jewelry business, 2007).quality in all they do Vkmal (Panahi and Ibrahim, 2009).

A motivational model of homology theory that attempts to achieve social justice and equity in trade relations and trade-offs are discussed. In theory that is equivalent employees and members of their organization compared to others. The results of their work to their employees based on the job compared to others. If they think it belongs to them, compared with the same people who own them have compared to face is that there is no extortion., see injustice, they are less likely to do it. Jawahar & Carr (2007) increased anti-producing behaviors increased and decreased participation and organizational citizenship behaviors (Aydin & et al, 2008). Inequality causes tension and conflict are feeling and how they affect the quality of employees and job satisfaction. In such organizations, the less internalized norms and their commitment to gradually be reduced, thus reducing the level of business consciousness (Rahmani, 2004, p 46).

Shafi Poor (1999) study entitled "Ways of working at the expanding consciousness of education" and concluded that the climate was suitable, proper human relationships, motivational factors, evaluation systems, and cultural factors in the development of educational leadership efficient work ethics.

staff and also a significant negative correlation between age and level of consciousness, particularly its treatment of staff was an important result of this study. Multi-variable analysis and with proper implementation of logistic regression models, correlation Organizational Justice and fitness expertise with job tasks, develop internal satisfied, the institutionalization of participatory management practices based on ability to delegate and distribute mail Post And people want to control and vary the variance in the level of 999 /. This was significantly more than fifty five percent of the variance is explained by the work ethics of the employees.

Shabani & et al (2010) study entitled "Evaluation of simple relationships, multiple and interactive environment variables, attitude, personality and emotional behavior in a sterile environment in an industrial company employees" did. The results showed that the four dimensions of

organizational justice (distributive, procedural, interpersonal and informational), Job Satisfaction, extraversion, agree, conscientiousness and positive emotions, negative relationship with both individual and organizational behavior are infertile. Furthermore, variations in workplace interpersonal conflict, organizational constraints, nervousness, anxiety and anger are positively associated with these behaviors. Results of regression analysis showed that all predictor variables, 22% and 29% of the variance in individual behavior infertile variance in organizational behavior are explained. Regression analysis demonstrated that personality traits modulation (anxiety, anger, seeking consensus and dutiful) between environmental variables (Conflicts between individual and distributive justice) and the individual and organizational behavior modification are infertile. In other words, the relationship between environmental factors and behaviors, anxiety and anger infertile individuals high in relation to most of these individuals had lower anxiety and anger. Also, the relationship between environmental variables and consensus-seeking behavior of infertile individuals and low conscientiousness, most of the participants agreed that the relationship between saving and high conscientiousness. But contrary to expectations, personality characteristics, the relationship between organizational constraints and behaviors did not moderate infertile.

Men and Heidari (2009) in a study entitled "Relationship between organizational justice and organizational citizenship behavior" came to the conclusion that organizational justice and organizational citizenship behavior of its components and its components are positive and significant correlation. The application of organizational justice and how to use it to increase organizational citizenship behavior of employees is essential.

Moorman (1991) study entitled "The relationship between perceptions of justice and fairness and citizenship behaviors - Enterprise" did. Morrison (2001) in order to prove the importance of employee perceptions of fairness and spur growth model is then tested it. He has shown that when using the 178 school coach coaches a greater sense of distributive justice and procedural training in their own schools, higher commitment and behavior show. Important that students, teachers and teachers' perceptions of justice were more positive factors more than the coach or teacher expressed. The researchers noted that their study was based on justice perceptions can affect organizational and individual outcomes.

Yılmaz & Taşdan (2009) study as "organizational justice and organizational citizenship behavior in primary schools in Turkey" did. Results of the study showed that teachers with positive

perceptions of organizational justice, organizational citizenship behavior, respectively. Background, gender, education, organizational citizenship behavior was effective teachers. The only record of organizational justice, perceived organizational justice perceptions of their effectiveness but on the basis of gender and educational level did not change between perceived organizational justice and organizational citizenship behavior, there was a positive relationship. Klendauer & Deller (2009) study entitled "Organizational justice and managerial commitment to the integration of the companies' conduct. Results of the assessment tool and can be trusted to act as a moderating variable.

No more lethal toxicity was not just for the survival and growth of the organization. It appears that the decline of institutional injustice in various aspects of their relationships within the organization gained ground because of strangles leprosy and disperse it. with inefficient waste of natural resources has become. Nowadays organizations achieve greatly depends on properly functioning staff. One of the obstacles to achieving the goals of organizations in poor work ethics or commitment among employees. Organization's goals requires qualified and competent employees with high work ethics are.

The main purposes of this study was to investigate the relationship between perceived organizational justice and employee tax Ardabil province is working conscience. So, we try answer this questions:

1. what is the work ethics of employees?
2. What is organizational justice perception by employees?
3. Do demographic variables (gender, work experience, education, type of employment and working area) on the relationship between perceived organizational justice and employee work ethics are influenced?
4. Do the elements of justice (distributive justice, procedural, and communication) in terms of demographic variables (gender, work experience, education, type of employment and working area) is there a difference?
5. Structural equation models of relationships between organizational justice and employee work ethics Ardabil What is tax?

RESEARCH HYPOTHESES

In this paper we have one main hypothesis and two secondary hypothesis. The statistical way of analysis of hypotheses is two ways, H_1 is acceptance of hypothesis and H_0 is rejecting of hypothesis. In other words, it means that H_1 has positive meaning and H_0 has negative meaning.

1- The main hypothesis: between perceived organizational justice and employees' consciousness are related.

1.1 Relationship between organizational justice and distributive conscientious staff working there.

2.1 The relationship between procedural justice and organizational consciousness of employees there.

3.1 Relationship between organizational justice and employee communication and consciousness exists.

METHODOLOGY

Given that this study focuses on the development of applied knowledge in a particular field, it can be classified as applied research. On how to obtain the required data can be classified into descriptive research. Since the present study is to analyze the relationship between the variables considered, the study is correlational.

The research is descriptive correlation. The population in this study, including employees and contractors is that they are tax Ardabil were 310 individuals from employment tax.

In this study, a stratified random sampling method is used. Samples have grouped according to business units and sample size in each business unit were as follows:

Table 1. Sampling practices of community workers

Row	Service	Number of Employees	Percent	Samples
1	Administrative	142	46	74
2	Education	48	15.4	25
3	Inspection	59	19	31
4	Personnel	30	9.6	16
5	Other	31	10	16
6	Total	310	100	162

This is done by means of questionnaires. Demographic questionnaire for this survey, questionnaire surveys conscience, justice has been done. Inventory organizational justice collectively contain 18 questions to assess organizational justice distributed a questionnaire of 5 questions Hoff and Moorman (1993). Instrument for assessing organizational justice procedural questionnaire 7 questions Moorman (1991) and to assess the fairness of organizational communication questionnaire 6 questions Moorman (1991) was used. A questionnaire containing 33 questions was formulated to evaluate work ethics.

To check the validity of the questionnaire, the experts were concerned. Survey conducted evaluation questionnaire was OK. Than using Cronbach's alpha was used to measure the reliability of the questionnaire. Alpha coefficient of Organizational Justice Questionnaire / 87. Alpha coefficient of the questionnaire work ethics obtained 0.86.

To analyze the results obtained in this study, both descriptive and inferential statistics SPSS software and K-W end, in order to determine the relationships between components in a structural model has been used. employment field, multivariate analysis of variance for comparison of organizational justice components based on demographic factors.

ANALYSIS AND DISSECTION

1- Hypothesis Analysis

The main hypothesis: between organizational justice and employee work ethics are related.

Table (1): Results of Correlation coefficient between organizational justice and employee work ethics

Work ethics			Correlation coefficient
n	p	r	Organizational Justice
175	0.001	0.501	

According to Table (1), the correlation between organizational justice and work ethics in the $p \leq 05/0$ been significant, so there is a relationship between organizational justice and work ethics. The coefficient of determination of 25% of the variance in organizational justice is common work ethics.

Hypothesis 1: A significant relationship between organizational justice and work ethics are distributed.

Table 2. The results of a distribution coefficient between organizational justice and employee work ethics

Work ethics	Correlation coefficient
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n	p	r	Distributive Justice
157	0.001	0.318	

According to Table2 the correlation coefficient between distributive justice and work ethics in the $p \leq 0.05$ been significant, so there is a relationship between organizational justice Distributive and work ethics. The coefficient of determination of 10% of the variance in distributive justice is the conscience of joint working.

Hypothesis 2: A significant relationship between organizational justice and work ethics are procedural.

Table 3. results of the correlation between procedural organizational justice and employee work ethics

Work ethics			Correlation coefficient
n	p	r	Procedural justice
157	0.001	0.419	

According to Table 3, Correlation coefficient between procedural justice and conscientious work in $0.05 < p \leq$ been significant, so there is a relationship between organizational justice practices and work ethics. The coefficient of determination, 24% of the variance in procedural justice is the conscience of joint working.

Hypothesis 3: A significant relationship between organizational justice and work ethics are related

Table 4. Results of the correlation coefficient between organizational justice and employee work ethics

Work ethics			Correlation coefficient
n	p	r	Justice Contact
157	0.001	0.439	

According to Table (4), Correlation coefficient between the work ethics of justice with $p \leq 0.05$ been significant, the relationship between justice and work ethics are related. The coefficient of determination of 19% of the variance associated with the conscience of justice is a common thing.

2- Analysis of questions

1 -What is the work ethics of employees?

Table 5 compared with average theoretical work ethics (3) Sub-question 1: What is the work ethics of employees?

t	Standard error	Standard	Average	Work ethics
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		deviation		
8.80	0.083	0.550	3.38	

According to the table (5), t view table of critical values at 5% error is larger than the average level in the work ethics of employees respectively.

2 - What is organizational justice on employees?

Table 6. Comparison of average perceived organizational justice (3) Sub-question 2: What is organizational justice on employees?

t	Standard error	Standard deviation	Average	Work ethics
-4.26	0.065	0.815	2.52	

According to the table (6), t view table of critical values at 5% error is smaller than the average level of the organizational justice respectively.

3 - Do demographic variables (gender, work experience, education, type of employment and working area) on the relationship between organizational justice and employee work ethics are influenced?

Table 7. correlation coefficient between work ethics and gender justice

Organizational Justice					Correlation coefficient
z	n	p	r	Sex	Work ethics
0.654	50	0.001	0.568	Woman	
	107	0.001	0.488	Man	

According to Table (7), the correlation between perceived organizational justice and work ethics of sex was significant at $p \leq 0/05$ So between work ethics and perceived organizational justice on the relationship between men and women there. Note that the critical values of z calculated from Table 5 percent error level (1.96) is smaller Therefore, based on Fisher's z test the relationship between men and women there is no difference between the two groups.

Table 8. correlation coefficient between work ethics and justice in terms of work experience

Organizational Justice			Correlation coefficient
n	p	r	Experience
58	0.001	0.571	10 years
84	0.001	0.434	Between 10 to 20 years

15	0.001	0.598	More than 20 years	
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According to Table (8), the correlation between organizational justice and work ethics and employees with meaningful work experience was so different in $p \leq 0/05$ between organizational justice on work ethics and employees with different work experience is a meaningful relationship.

Table 9. test-z: No significant difference between the correlation coefficient based on experience

z	Experience
1.07	10 years-Between10 to 20years
0.731	Between10 to 20years-Morethan 20years
0.134	10 years-More than 20years

The results in Table (9), given that the critical values of z calculated from Table 5 percent error level (1.96) are smaller than the Fisher z test based on the relationship between different groups so there is no difference.

Table 10. Correlation coefficient between work ethics and justice in terms of education

Organizational Justice					Correlation coefficient
z	n	p	r	Education	Work ethics
2.006	59	0.001	0.480	Diploma	
	98	0.001	0.518	Bachelor or higher	

According to table (10), the correlation between organizational justice and work ethics in terms of education level was significant $p \leq 0/05$ So between work ethics and organizational justice on employee relationship exists between the two groups. Given z calculated from the critical value table of error of 5% (1.96) is larger, so the test z Fischer, the relationship between these two groups of employees are different and the relationship between work ethic and organizational justice in more and more employees are licensed.

Table 11. correlation coefficient between work ethics and justice in terms of employment

Organizational Justice					Correlation coefficient
z	n	p	r	Type of use	Work ethics
0.308	125	0.001	0.422	Official	
	32	0.001	0.696	Contract	

The findings of the table (11) the correlation between the level of employment depending on work ethics and organizational justice $p \leq 0/05$ been so significant between the two groups work ethics and organizational justice on employees and contractual relationship exists. Note that the critical values of z calculated from Table 5 percent error level (1.96) are smaller Therefore, based on Fisher's z test between formal and contractual relationship between different groups there is no difference.

Table 12. correlation coefficient between work ethics and justice, based on field

Organizational Justice				Correlation coefficient
n	p	r	Field	Work ethics
70	0.001	0.447	Financial Assistance office	
25	0.001	0.608	Department of Education	
31	0.001	0.414	Inspection	
15	0.001	0.623	Department of Human Resources	
16	0.001	0.622	Other	

According to table (12), the correlation between work ethics and organizational justice were so significant in terms of the scope of the work ethics and justice $p \leq 0/05$ organization working in various domains Rabzh there.

Table 13. test-z: No significant difference between the correlation coefficients based on field

z	Field
0.933	Financial Assistance office - Department of Education
0.177	Financial Assistance office - Deputy Inspector
0.809	Financial Assistance office - Department of Human Resources
0.828	Financial Assistance office - other
0.940	Teaching Assistant - Department of Inspection
0.073	Teaching Assistant - Department of Human Resources
0.065	Department of Education - More
0.848	Inspection Department - Human Resources Department
0.865	Deputy Inspector - other
0.008	Department of Human Resources - Other

The results in table (13), given that the critical values of z calculated from Table 5 percent error level (1.96) are smaller than the z-test based on the Fisher relation in the field of work, there is no difference .

Table 14. multiple correlation and squared multiple correlation between organizational justice and work ethics

P	F	Adjusted squared correlation	Square Correlation coefficient	of	Correlation coefficient	
0.001	49.16	0.236	0.241		0.491	First
0.001	29.52	0.268	0.277		0.526	second stage

The results in table (14), multiple regression procedures justice alone will account for 24% of work ethics Log justice with relation to the amount of variance explained increases to 28% And the relationship between distributive justice and conscience to do the regression was not significant.

Table 15. Regression Predicting equity components based on work ethics

Sig	t	Standardized coefficients	Impact factors	Variable	
0.001	22.17		86.04	Constant factor Procedural	First
0.001	7.01	0.491	1.42		
0.001	15.93		81.31	Constant factor Procedural Contact	Second Stage
0.001	2.24	0.356	1.03		
0.001	2.78	0.233	0.636		

According to table (15), the best predictor of work ethics, justice and procedural justice are related. Every one unit increase in the standard deviation of procedural justice, work ethics of 0.356 unit and per unit increase in the standard deviation between the work ethics of justice 0.233 units increased.

Table 16. summary of multivariate analysis of variance to compare the components of organizational justice based on demographic factors.

Statistical power	Impact factors	p	f	Dimensions	Demographic factors
0.113	0.006	0.465	0.547	Distributive Procedural Contact	generic,
0.097	0.004	0.526	0.405		

0.078	0.002	0.623	0.243		
0.301	0.029	0.243	1.43	Distributive Procedural Contact	History
0.080	0.004	0.823	0.196		
0.214	0.020	0.382	0.969		
0.117	0.009	0.655	0.424	Distributive Procedural Contact	Education
0.176	0.015	0.471	0.759		
0.071	0.003	0.871	0.138		
0.050	0.000	0.998	0.00	Distributive Procedural Contact	Type of use
0.090	0.004	0.531	0.390		
0.121	0.006	0.436	0.612		
0.293	0.042	0.518	0.850	Distributive Procedural Contact	Field
0.223	0.032	0.673	0.636		
0.265	0.038	0.578	0.760		

The table (16), f shows the comparison of the observed equity components based on gender, experience, education, type of employment and scope $p \leq 0/05$ level was not significant, the difference between distributive justice, procedural and communication in terms of gender, work experience, education, type of employment and work there.

Determine causal relationships between variables and models

Table 17: Distribution of the relationships between variables in the structural model

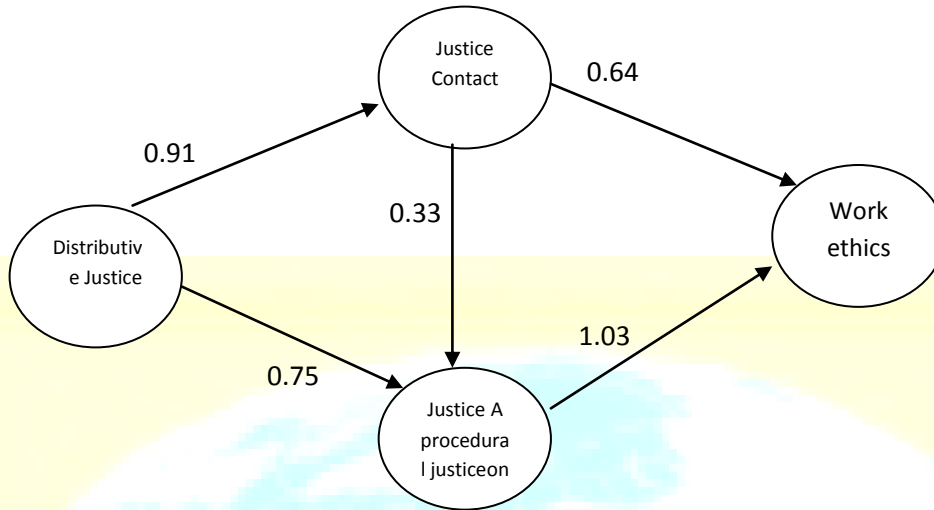
t	Std. error	Impact factors	
4.26	0.24	1.03	Procedure-Conscience
2.79	0.23	0.64	Contact-Conscience
4.76	0.070	0.33	Communication-a procedure
5.28	0.11	0.57	Distribution-a procedure
8.95	0.91	0.91	Distributive-Contact

The table (17), all relationships between variables, distributive justice, procedural justice, interactional justice and work ethics in the model were significant.

Table 18. suitability index model

RMSEA	p- value	df	Chi- square	AGFI	GFI
0.000	0.548	1	0.36	0.99	1

The table (18), GFI and AGFI equal to 1.99 was 0, indicating that the full fitness model.



Structural Equation Modeling causal modeling study on the relationship between organizational justice (distributive justice, procedural justice and relational justice) work ethics.

Conclusion

The results showed that the perception of organizational justice dimensions (distributive justice, procedural justice and relational justice) and there is a significant positive relationship between the level of work ethics. Among the demographic variables (gender, work experience, education level, type of employment and field), the level of education on the relationship between perceived organizational justice and work ethics have an impact. Significant differences between the components of justice (distributive, procedural, and communication) by gender, work experience, education, type of employment and working groups. Sarukhani and Talebian (2003) research also showed a significant positive correlation between the level of corporate conscience and sense of justice are positive. The results with the results of the absolute poor Shafi (1999) that the motivational factors, and effective human relations work correctly in consciousness expansion is somewhat inconsistent. The results Nami and Shokrshekan (2007) and Men Hamuleh and Heidari (2009) also showed that perceived organizational justice and organizational citizenship behavior in five areas (Altruism, work ethics, humility, integrity, manhood and citizenship) has a significant positive correlation. The results of this study Aylmaz and Tasdan (2009) and Moorman (1991) that perceived organizational justice are positively correlated with organizational citizenship behavior, is somewhat inconsistent. The

results of this study Masterson (2001) Distributive and procedural justice that are associated with commitment somewhat consistent. Research findings with the results of Shaikhi Shabani & et al (2010) that organizational justice and work ethics are significant negative correlation with infertility treatment is somewhat attunement. Seems to make sense of duty in one's perception of organizational justice and the cause of the behavior is infertile. Research findings with the results Klendauer & Deller (2009), that the next justice of your commitment to the relationship is positive and significant. Somewhat consistent.

Working conscience or consciousness, is one of five character traits. No work ethics, many issues remain unresolved in the organization. Curry paste and essence of consciousness and vital role in the formation of superstructures of all such structures, functions, behavior and performance of the play. So any defect or deficiency in any of these factors are directly rooted in the lack of consistency in the organization's work ethics. The effects and consequences of conscience, it can be observed adherence to qualitative and quantitative terms, the adherence to the organization's survival and development, adherence to individuals and groups in the organization, adherence to attract customers (clients) are .The staff work conscientiously tax increases Ardabil see justice at work after having a responsible and committed individuals, organizational justice should be considered as a fundamental value. So to increase the consciousness of individuals in the distributive justice, procedural or communication increased. To enhance distributive justice, including the difficulty of the sensitivity and complexity of the work and expertise of the individual to act in setting wages and benefits. The liability is based on the capability of the organization should be given to them. For those organizations provide. comes to setting rules, standards and guidelines in accordance with organizational values and practices without discrimination rules can be instrumental. Supervisors should be encouraged to engage in the practice of the principles and theories of organizational justice are subordinates.

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