

The Role Perception of Organizational Justice on Job Satisfaction and Social Health of Secondary School Teachers in Behbahan

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Introduction

Promoting job satisfaction and improving the social health of teachers is one of the most important goals that school principals should pursue because the realization of such a thing will change the attitude of employees towards the directors of educational organizations. Therefore, the purpose of this study was to investigate the role of perception of organizational justice on job satisfaction and social health of secondary school teachers

Method

The descriptive and correlational research method was used. Dependent variables include job satisfaction and social health and the independent variable was organizational justice. The population of the present research was all full-time secondary school teachers who were working in Behbahan (N=360) during the session 2020-2021. The sample consisted of 130 teachers selected through stratified random sampling from the mentioned population. The instruments used in this study are organizational justice developed by Neihoff and Moorman (1993), job satisfaction made based on Minnesota Job Satisfaction Questionnaire, and social well-being questionnaire made by Keyes

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(1998). These instruments were tested and adapted in a pilot study before they were used in the main study. The reliability of all the instruments has been documented separately for the sample.

Results

The results of the Pearson correlation showed that there was a positive and significant relationship between organizational justice and job satisfaction ($r = 0.38$, $p < 0.01$). Positive and significant correlations were observed between perceptions of organizational justice and social health ($r = 0.49$, $p < 0.01$). The regression results showed that the organizational justice components explained 15% of changes in job satisfaction and 25% of changes in social health.

Conclusion

The study showed that the perception of organizational justice of managers improves job satisfaction and social health. Components of perception of organizational justice can predict job satisfaction and social health, and finally, suggestions were made to improve job satisfaction and social health of teachers by improving the level of organizational justice.

Keywords: Organizational justice, Job satisfaction, Social health, Secondary schools, teachers

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