The Impact of Procedural Justice on Organizational Citizenship Behaviour

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Abstract

This paper considers the extent to which Altruism, Conscientiousness and sportsmanship is being influenced by procedural justice in First bank, Union Bank, Access Bank, Sterling Bank, United Bank for Africa (UBA) and Guaranty Trust Bank (GTB) in Rivers state. The sources of data are both primary and secondary. The primary sources includes observation and structured questionnaire while secondary data includes journals and scholarly publications related to the impact of organizational Justice on Organizational Citizenship Behavior (OCB). Spearman Rho was used in analyzing our hypotheses and multiple regression analyses also used in testing the cause-effect relationship which exists amongst our variables. This paper reveals that there is a positive correlation between procedural Justice and Altruism, Consciousness and sportsmanship. It was also revealed that organizational climate has a very weak influence on OCB. This signifies that the distribution of work/benefits and the process which led to the distribution are useful tools with which an employee measures or perceive the presence of procedural justice.
References


Index Terms

Computer Science

Information Sciences
Keywords

First Bank, Union bank, Access bank, Sterling bank, UBA, GTB, Procedural justice, Altruism, Conscientiousness, sportsmanship