

# Evaluate the relationship between feeling justice and engagement organization in nurse personnel in shahreza's hospital in 1392

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## ABSTRACT:

**Introduction:** Justice organization refers to felling and coperheding of employees from rate of equity and justice in behavior and relationship in works Engagement organization is the important factor for forecasting the desire of people to duration of organization Thus, this research was done by this aim that to identifying the relationship between felling justice and engagement organization in nurse personnel in shahreza's hospital in 1392 and the efficiency of the organization is based in these two elements. **Method of performance:** This research is correlative descriptive study All the nurses employees havemore then two years records (antecedent)occupying in Amir Almomenin's and Sahebzamn's Hospital in shahrezaThatabout 160 Of people were selected as a community and the sample of this research For collecting data use the Standard questionnaire that consisted of three parts (the first part: demographic questionnair, the second part: the questionnaire ofrveihoof and Mormen in relation to Justice organization, and the Third part: the questionnair of Alen and Mayer in relation to engagement organization. **Result:** In this research 23.1% (percent) of the participantswere in sahebzaman's hospital and 96.9%(percent) were in Amir Almomenin's hospital.16.9% were males, 4.4% of them having diploma,5.6% ingeniousness, 83.1% of them having bachelor degree and 6.9% were master degree 34.4% of the respondent were unmarried,64.4% were married and 1.3% were divorced 18.1% of the respondents having official service, 40.6% were headnurse, 73.8 were nursesand 7.5% were co- worked 36.3% were the students of Islamic Azad University and 63.8% were student of governmental university. In the case of the Second job20.6% of the participants in this research had the second job. **Discussion and Conclusion:** The result Showed that there is passive and meaningful correlation between justice organization and egagment organization ( $P<0.001$ )Amarg the features of justice organization each three feature means surface justice ( $p>1$ ),relationship justice ( $P<0.001$ )and distribution justice having positive correlation by engagement organization Among the features of engagement organization every three features consisted of feeling engagement organization every three features consisted of feeling engagement( $P<1$ ), normad engagement ( $p<0.1$ (and continud engagement( $p<5$ ) having thepositve correlation by justice organization Also the feature of justice organization having the positive correlationby the features of the engagement organization. so, by regard to justice in organization we con increase the engagement organization of the employees and vice – cersa.

**Keywords:** Feeling justice, Engagement organization, Nurses.

## INTRODUCTION

Today's (these days) reaching to aims of organization in the great extent dependson of the employees this factor in orgnization services such as hospitals have the prominent importance. we can definine the engagement organization tn the simple way believe to the values and aims of organization, feeling of fidelity to organization, obligation of morality, desire of heart, feeling of need to stay iin organization that consider based that are on the view of Alen and Mir for that three features that are felling engagement, normal engagement and continual engagement

the conceptual engagement organization is based on the relationship and union between person and organization (1) engagement organization consist of three sections: feeling engagement, continual engagement, normal engagement or imposition (2) In Literature engagement organization describes as following:

3)A) morality or attitude engagement: It is achieved from fairly high simulation and affection of a person by a special organization.

4)B) arithmancer or behavior engagement It was programmed based on the pattern of the exchange or reward of Homenz and glodner's value.

C) normal engagement: It is the process that because of it acting organization such as selecting and the way of being social and inner features of the person like fidelity generalization, the values agreement of the specific organization and duty attitudes cause the engagement organization Available sources about engagement organization offers two total views about this concept (5) one view consider engagement organization as a attitudes or emotional factors the second view consider engagement organizations a behavioral factor. This kinds of engagement that is called arithmancer is based on view point works of Beker and Homans. (6) Agris knows engagement organization as a concept of humans relationship and believed that without it no new program or idea was not formed or formed in a difficult way. He believes that human forces in organization have two internal and external engagement (obligation).

(7) The first definition from justice in adapted to Socrates, plato Aristotle. The most important questions of Socrates was about the nature of the justice plot in republic bo put a discussion that was called justice that is the first and the most traditional caperative discussion about justice in politic philosophy of ancient times (8) Reseachers of the justice organization have public agreement on this subject that justice organization is divided to distributed justice, surface and relationship. In this case we can added feeling, observable justice to it (A) Distribntion justice: for this reason that the achieved benefits of the operation of the organization should be right easly that each person achived to ustic properly appropriate by the rate of incomes efforts, and its capability (9) three criterion justice, quity and allocation of sources have consider based of special occasion in this element (10) B) surface justice: for this reason that the desire of people to reach the aims, should be righteously people don't allowed to and shouldn't reach to righteous results in the unrighteous way (11) people knows the ways and attitudes that are agreeable by law and be far from prejudice and purpose, and operate in a properly way and coincident on morality (12) c) relationship justice: All the relations and cooperation of people in reaching the justice results should be righteously.

This means that people don't have right that reaching to righteous aims record unrighteous and immoral relations between themselves and others (13) Inter personal justice: behavior among people consist of relations among people, confident, respect, allow to ask questions, explanation, truthfulness, polite and kindness, proper interactions and respect to the right of people. (14)

Information justice This means the righteous of operators and the construction of information distributor in organization (15)

Feeling justice: for this reason that in reaching to justice other factors should be calculated in a way that achievements feeling of people in respect to honour and respect and even fame should be righteous (16)

Researchers of justice organization have agreement on this subject that are divided to distribution surface, and relation justice. In this case we can add feeling- observable justice to it Employees are faced with at least two sources about justice operation or denying it in organization. the most obvious of this source is the supervisor or direct manager this supervisor has the complete control on its subordinates. the second source that the employees may attribute this justice or injustice to it is this organization as a total overall, justice is considered as a three different details (17) It can be said that judge about justice has thread results distribution justice results specific procedures, surface justice, interaction between people and correlation justice (18).

Different factor may cause engagement organization is nurses such as: personal factors, occupation (job) factors, organization factors and supra organization factors can affect engagement organization of nurses. by knowing the concept of engagement organization and recognizing the related factors and doing the services like preparing the job safety, optional payment, education, decrease the position differences and exchanging the information, we can improve the engagement organization of the employees factors related to engagement organization of the nurses are include: personal, occupational organization and supra organization. The high levels of engagement organization is the symptom of accepting the aims organization values from the employees and undertaken employees having a strong desire to accept these changes. In regard to exit organization changes in recent years especially decrease the expenses and minimizing the hospitals, attention of hygienic manager and specially managers of the nurses to engagement organization of the employees will give us sure that mean while the existing organization changes in recent years, organization aims of the hospitals will be guarantee. on the other side these changes don't have destructive effects on employees operation and as a result don't have destructive effects on the health of the patients (19). This research is a descriptive correlation research.

That was done in sections and fields population statistic in this research consist of 160 people from nurses personnel that are working in shahreza's hospitals collecting descriptive data use essays, libraries collection standard questionnaire that validity and reliability of them confirmed and ofther the communicating with all the hospitals in shareza and having permit from the manager for distribute questionnaire between all the nurses, after knowing the employees from the way of scattng and completing qustionnair,the questionnair gives to them and ask them to complete the questionnaire carefully so, the questionnair that are consist of open and closed questions will be set and by using them considering informations were collected. For evaluating engagement organization uses from Nehoff and Mormen's standard questionnair that consists of three fragments scales, distributing justice, surface justice and interaction justice. based on these questionnair the lest number in all the fragments scales is average 1 and maximize is average 5.

Inquestionnair justice organization was mad by Nehoff and Mormen. Reliability scales in this questionnaire was calculated by Alfa chranbakh that for justice organization 0/89 for distributing justice 0/82, for surface justice 0/78 and for interaction justice is 85% the means of organization justice is the grade that is.

Obtinedal based on the mayer and Alen's 1990 questionnair organization justice and used in innumerable questionnair especially Haket and Basio and Hasuruuf and It has thread features that consists of feeling (emotional) engagement and continud engagement normal engagement. Reliability in this questionnaire that is used in this research in obtained by coefficient Alfa chranbakh. Based on this questionnaire the least number in minimize scales of engagement organization is equal to 1 and maximize is equal to 5 the questionnaire of engagement organization was made by Mayer and his assistant (1993):Also In the present research coefficientsreliability was calculated by Alf chranbakh's method that feeling engagement 82% normal engagement 79% and continual 84% is obtained are in the acceptable levels.In this study, organization justice is considered as forecasting variable and engagement organization is considered as criterion variable. statistic methods that are used in this descriptive statistic section are: average, percent, frequency distribution tables, etc. In the descriptive deduction from clomograph Es mironof's test was used for identifying the normality of data distribution and for evaluating the relation between feeling justice and engagement organization features was used coefficient correlation person and multi variable Regerssion tests and pearson's coefficient corrlation andt- test annov was used for evaluating the recognition population factors.

## RESULTS AND DISCUSSION

In this study, 160 of the nurses personnel of shahreza's hospital were participated. the most frequent units in this study were not females (83.1%), having bachelor degredd in nursing (93.1%), married people (64.4%), occupied in operation section (26.3%), occupied in Amir Almomenin (76.9%), by the employed under a contract position (40.6%) nurse(73.8%), and graduted people from governmental universities (63.8%) and people who have the second job (79.4%)Also the least percent frequent units were people by assistant diploma (4.4%), divorced people(1.30%), occupieal in dialysis section(6.3%), project forces (12.5%)and metron(3.1%)

Table 1. Distribution of frequencies demographic features of people present in this sample

Percent	Frequency	Features	Percent	Frequency	Feature	
26.3	42	Operation	16.9	27	Male	sex
11.9	19	Inner	83.1	133	Female	sex
13.8	22	icu	4.4	7	Diploma	Level of education
8.1	13	ccu	5.6	9	skill	
10	16	kids	83.1	133	Bachelordegnce	
23.8	38	Unrgency	639	11	Mater degree	Level of education
6.3	10	dialysis	64.4	103	Married	Married position
23.1	37	sahebzamn	3.1	2	Divorced	(single or marrid)
76.9	123	Amir Almomanein				
1.3	2	Metron	18.1	29	Official	Occupied postion
7.5	12	Supervisor	40.6	65	Employed under a contract	
10	16	Headnurses	28.8	46	Semi-employed under contract	Occupied postion
73.8	118	Nurses	125	26	Project	
20.6	33	have	36.3	58	Free	Place of education
79/4	127	Not have	63.8	102	Government	

**Discussion**

In organization justice aspect the least average (2.9686) is related to distribution justice and the most average (3.3419) is related to surface justice. Also in organization justice the least average (2.9897) is related to continual engagement organization and the most average (3.1176) is related to normal engagement organization (Table,2)

Table 2. Descriptive statistic of the variable of the research

Standard deviation	Average	Most (maximize)	Least (minimize)	Number	Variable
0/80949	3/34193	5	1	160	Surface justice
0/89233	3/1283	5	1	160	relationship justice
0/95336	2/9686	5	1	160	Distribution justice
0/81432	3/1098	5	1	160	Organization justice
0/44534	2/9917	4/25	1	160	Feeling engagement organization
0/42895	2/9897	4/88	1	160	Continual engagement organization
0/48423	3/1176	4/13	1	160	Normal engagement organization
0/35232	3/0352	4/32	1	160	Organizational commitment

Also it was identifying that there is a positive and meaningful relationship between organization justice and engagement organization ( $p < 0.001$ ) among organization justice every three features consists of surface justice ( $p < 0.01$ ), relationship justice ( $p < 0.001$ ) and distribution justice ( $p < 0.001$ ) having positive correlation by engagement organization. Among the engagement organization features very there features consists of feeling engagement ( $p < 0.01$ ), normal engagement ( $p < 0.01$ ) and continual engagement ( $p < 0.05$ ) having positive correlation by organization justice. Also all the factors of justice organization by the organization having positive correlation there is a positive. Among surface justice and engagement organization in occupied nurse personnel in shahreza's hospital ( $p < 0.001$ ). Also in confirming these discoveries Ghafari vanosefaderani and others (1388) in his research by the topic for evaluating the relationship between organization justice by engagement organization in employees of mayar of Isfahan city announcing their opinions that justice organization and there positive and meaningful correlation features had continual organization by every fields of engagement organization means feeling engagement organization, normal engagement organization. Among relationship justice and engagement organization in occupied nurses full relation personnel in shahreza's hospital ( $p < 0.001$ ). Also yar mohammadiyan and other (1392) in his research by stating the relationship between justice organization, job stratification and justice organization and engagement organization by its self evaluating from high organization for presenting a predictable model, case study of the masters of Islamic Azad university from different four part of the country states their opinion in such away that it has meaningful relation between justice distribution organization, surface and communicator (relationship) by its self evaluating from high organization. Based on Bace efficient in case of increase in one unit, in case of one unit increase communicator justice self evaluation from high organization increase to %31 units. There is a meaningful relationship between distribution justice and engagement organization ( $p < 0.001$ ). Dehganpur and other (1392) in research by the topic by relation between justice organization features and engagement organization is effective in it insurance company. Their discoverers from that research shows that there is meaningful and positive relationship between justice organization and engagement organization and the obligation of doing justice organization between managers increased following it engagement organization of the employees also increased. In this research distribution justice having positive and meaningful relationship by every three engagement organization. But the most correlation in order are: normal engagement 35%, feeling engagement 21% and continual engagement 35% there is a meaningful relationship between feeling justice and normal engagement organization in occupied nurses personnel in shahreza's hospitals ( $P < 0.01$ ). Behravan and other (1388) in an essay by the topic the effective factors on the rate of engagement organization of the employees of the gas company the sample that is studied they find the central office of Khorasan Razavi in Mashhad city more effective. The results of the evaluation of the route show that justice organization is the most important and determining on engagement organization while other cooperative organization factors, ambiguity of the role, the pressure of the role and independence in work having direct effect and opportunity and job promotion having indirect effect on engagement organization.

There is a meaningful relationship among feeling justice and feeling engagement organization in occupied nurse personnel in shahreza's hospital ( $p < 0.01$ ). Asadi Dastjerdi and others (1389) in an essay by the topic the relationship between justice organization in National Academic Olympic and Paralympics feeling engagement organization found it more effective.

The result show that justice organization and three features surface justice, information justice, and distribution justice in reward by engagement organization and three feature engagement organization and continued engagement having positive and meaningful correlation Also justice among people having positive and meaningful correlation by engagement organization, normal engagement and feeling engagement. but it's not meaningful the relation of the continued engagement.

The results of this research is that It shows the relation between these different features at justice organization and engagement organization that by know and recognizing Them can help the mangers that do some services and steps for improving the employees. There is a meaningful relationship between feeling.

Justice and continued engagement organization in nurses personnel occupied in shahreza's hospitals ( $P < 0.05$ ) Red crescent (1390) in a study was done by the topic by evaluating the impact of feeling justice organization of the relation betwwdn the visual strategies in discipline strategies for keeping hamn sources and engagement organization of the employees. Result of the field study can confirm meaningful and directness of the relation between variables in the study Also, it was identified effect of considerable strategies on justice organization and feeling justice organization an engagement organization In this study It was proving that the mediator feeling justice organization. In this study It was proving that the mediator feeling justice organization has the key and important role on identifying the relationship between the Visual strategies in discipline of keeping human sources by engagement organization of the employees. the finding of this study bin compared with other studies (researches) in this way having reliability and corresponding and any contradiction wasn't observed in this study.

Finally the results show that there is a meaningful and positive relationship between feeling justice and engagement organization ( $p < 0.01$ )

Although justice organization in organ decrease of increase thus has effect on engagement organization of the nurses and that may increase or decrease thus we can concluded that If managers want loyalty and understakes to organization's values that in this way they can archive to aims and goals of the organization and promote the commission and internal philosophy of the organization , one oof the ways that be sure from regard of the justice in organization, distribution, surfaces, and communicators and try for keeping and increasing it Now, by keeping in mind and attention to the articles that has said before we can concluded that Although the distribution justice can be comprehended from archive to benefits that it can be introduction for creating normal engagement in people. Existing of this relation in results of other researches is also confirmed. findings of flagger and cropanzano shoe that in organization that employees be live that procedures for making decisions is unrightausly, shows less engagement to the master, doing less works and their decisions and their intentions for abandonment of the service increase and also the operation of the employees decrease and their following behavior organization was less observed Rezaayan (1384) rote that in fact when unrighteously incidents happens people showing less desire to effort and loyalty and also it may be possible they start to do robbing, invasion and revolution (Table number3).

## CONCLUSION

This study evaluate the relation ship between feeling justice and engagement organization in occupied nurses personnel in shahreza's hospital (1392). In this study relation between positive and meaningful correlation between distribution justice by three engagement organization normal continued and feeling engagement indicated that although organization results such as incomes and rewards, promotion, punishments, work programming, advantages and evolution of the operation by fair and distribute in properly with interior and anticipating people among nurses organization and having balance with individual people by incomes received by other people in organization that it cause to create a special kind of more connection to organization in nurses and also cause they obliged to stay in hospital and show in their desire to overlook for the organization and It they find the opportunity in other organization they don't loose their organization in a simple way and be loyal and engagement to the organization and also we can expected that people because of horror of losing the advantages they relieved by staying to the hospitals, they never don't think a bout the leaving the organization and don't find jobs in other organization, Also they feel a kind emotional engagement to the hospital in themselves and having desire to being the member of the organization. Existing of positive relation correlation between distribution justice and engagement organization aspect is confirmed in several other researches. Result show that the most employees engagement of the studied organization in compared with their organization is the type of feeling engagement and after that it is based on this order continual engagement and normal engagement for keeping or increasing distribution justice in organization it is suggested that besides the evolution methods It makes effort that attention to educationg of the employees and also the shares of every employees in every units was calculated in increasing the company and by considering this text in the time of rewards and advantages Also In evaluating the operation of the employees should consider withyness index instead of mental index while giving the rewards and advantage and extend works engagement the

years of working was not the effective factor but also it should consider a percent for factors such as level of education, level of knowing that is related to each person's job, his effort and individual's perseverance and having good relationship by customers and insert to a special formula and then the findings in this way finding of this research there are important points and considerable points. The results of this study in the how relation manage different features of justice organization and different aspects of engagement organization that knowing and recognizing of them help to the managers doing services for promoting engagement organization of the employees by knowing it each of these justice organization feature having realign by which to these aspects giving better recognizing of feature and the importance of justice organization. In this way we can make programme for increasing feeling justice and therefore make a program for promoting jobs and organization attitudes

Table 3. rate of social justice and engagement organization in investigation units

Organizational commitment			Continual organization	engagement	Normal organization	engagement	Feeling organization	engagement	Organizational commitment
Significant	coefficient	correlation	Significant	coefficient	Significant	coefficient	Significant	coefficient	Organization justice
P<0/01	0/262		P<0/05	/159	P<0/01	/257	P<0/05	/182	Surface justice
P<0/001	/292		P<0/05	/190	P<0/01	/236	P<0/01	/254	relationship justice
P<0/001	274/		P<0/05	164/	P<0/05	203/	P<0/01	/264	relationship justice
P<0/001	305/		P<0/05	188/	P<0/01	248/	P<0/01	268/	Distribution justice
									Organization justice

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