

# ORGANIZATIONAL CITIZENSHIP BEHAVIOR ORGANIZATIONAL JUSTICE AND RELATIONSHIP

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## ABSTRACT

The purpose of this paper work is by the working environment of health care managers to healthcare professionals or other health care administered by employees of the health workers' behavior although to be fair to determine if it can detect and health workers of organizational justice to determine whether an impact in what direction to organizational citizenship behavior. In this context, the health care workers employed in health administration said study aims to examine the effects on organizational citizenship behavior, organizational justice perception. Organizational justice, health workers prizes, bonuses, promotions and includes perceptions about outcomes such as permits and participation in the decision-making process. In contrast, organizational citizenship behavior, as envisaged in non-formal job description, unpopular mandatory, not rewarded when performed, are carried out based on voluntary behavior is not performed unpunished and more personal preference. short form of Organizational Justice and Organizational Citizenship Scale Scale were used in the study. In the evaluation of the data obtained correlation, regression, t-test and Anova analysis was used.

**Keywords:** Organizational Justice, Organizational Citizenship Behavior, Health Care Workers

## 1. INTRODUCTION

Change, one of the main determinants of their arguments in the present century is, of knowledge as a source of competition and achievement, knowledge, experience and individuals who have these competencies are to the forefront. In this context, self-taught in different areas and on-site hosting company for individuals with various skills, institutions, and governments are a step forward in the state increased competition. Communities and organizations to manage, perform change, are dependent on the existence of a stable organization to make effective and efficient use of human resources. Naturally this development and change social, political, cultural and organizational life goes for as much as in all areas of economic life. Thus, competitive factors influencing the success of the organizations in the world, very abstract values are associated with the substance. Today, rather than a manufactured product or service, that service or the information cause the product to be produced, skills, values, skills and them to regenerate capability and potential is considered to be the foundation of success (Cropanzano et al., 2001: 173-174).

## **2. ÖRGÜTSEL ADALET**

Yıldırım (2007) organizational justice, rules and social norms that will be distributed at how the rewards and punishments occur in organizations are defined as whole. These rules, interpersonal practices and stated that the decision taken in what way associated with the distribution rules and norms (Yazıcıoğlu ve Topaloğlu, 2009: 4).

Greenberg (1990) justice; distributional, procedural and interactional justice has been classified into three types, including (Polat ve Celep, 2008: 309). Cohen, distributive justice, tasks, services, opportunities, rewards, penalties, fees, promotions and other benefits in terms of employees who are defined as being perceived as fair. Folger, procedural justice, fairness is defined as the process is to be used for decisions to be taken to achieve the intended purpose of the organization. Niehoff ve Moorman interactional justice; managers to accept the

procedures and practices as they represent just the behavior exhibited in the process (İşbaşı, 2000: 50- 54).

### **3. CITIZENSHIP ORGANIZATIONAL BEHAVIOR**

Organizational concept of state citizenship should be considered instead of the organization, but there are no specific laws or rules that govern this work because of the extra effort and organizational citizenship the person in question outside their work duties. These are completely dependent on people's behavior that occurs initiative. This belief, individuals will be motivated to show positive behavior. in the organization, one person may seem like individual was not important positive behavior reveals, exhibit the same behavior of all employees, increase benefits in favor of the organization (Torun, 2012: 2).

### **4. MATERIALS AND METHODS**

#### **4.1. Purpose Of The Study**

The aim of this study was to examine the effects on organizational citizenship behavior of staff working in the public perception of organizational justice institutions.

#### **4.2. Universe And Sample Of Research**

The population of the study consisted of health workers of a health institution in the province. As part of the research staff commensurate with the number of employees in the institutions concerned 170 questionnaires were distributed. The survey is 153. The number of returnees. As previously stated in the study of health institutions that make up the universe sampling rate  $n / \mu$ : 153/170: it is defined as 0.90. The number of samples randomly determined is considered sufficient for this type of research.

#### **4.3 The Statistical Analysis Used In The Study**

All of which are evaluated on a Likert-type and validity and reliability has been proven in various studies prepared by benefiting from scale 43 questions derived from statistical package SPSS 19.0 for Windows program. In analyzing the data, respectively, survey respondents to the demographic characteristics of frequency tables, factor analysis, reliability testing, variables means and standard deviations including correlation analysis and t for testing the research hypothesis-testing consists of ANOVA and regression analysis.

## 5. RESULTS

Table 1. Procedural Justice Organizational Justice and Organizational Citizenship Behaviors Sub Size Between Regression Analysis

Dependent Variables	Independent Variable (Procedural Justice)		
	Standardized Beta	t	Sig.
Organizational Development Contribution	,076	1,156	,249
Helpfulness	<b>,184</b>	<b>2,668</b>	<b>,008**</b>
Self Improvement	-,005	-,081	,935
Ownership	<b>,573</b>	<b>8,094</b>	<b>,000**</b>
Sportsmanship.	,117	2,053	,042
F	32,311		
R	,724		
R <sup>2</sup>	,524		
** p < 0,01			

F value of regression models established in our research, it is a value indicating the significance of the model. the perception of procedural justice models of the F value is 32.311 created in order to test the relationship between organizational citizenship behavior shows that the model is significant. helpfulness of the perception of procedural justice with organizational citizenship behavior, as shown in the table (p,<008 \*\*) There is a positive correlation between. ownership procedural justice in the same regression model (p, <000) was a positive correlation between

Table 2. Interactive Justice Organizational Justice and Organizational Citizenship Behaviors Sub Size Between Regression Analysis

Dependent Variables	Independent Variable (Procedural Justice)		
	Standardized Beta	t	Sig.

Organizational Development Contribution	,039	,698	,486
Helpfulness	<b>,273</b>	<b>3,492</b>	<b>,001</b>
Self Improvement	,066	1,276	,204
Ownership	<b>,639</b>	<b>10,450</b>	<b>,000</b>
Sportsmanship.	,082	1,678	,096
F	54,541**		
R	,806		
R <sup>2</sup>	2 ,650		
** p < 0,01			

As seen in the table, interactional justice with organizational citizenship behavior from between helpfulness and ownership respectively ( $p = .001$  and  $p = ,000$ ) at the level of a significant and positive relationship was found.

Table 3. Distributive Justice Organizational Justice and Organizational Citizenship Behaviors Sub Size Between Regression Analysis

Dependent Variables	Independent Variable (Procedural Justice)		
	Standardized Beta	t	Sig.
Organizational Development Contribution	,008	,128	,898
Helpfulness	<b>,207</b>	<b>3,028</b>	<b>,003</b>
Self Improvement	,087	1,446	,150
Ownership	<b>,571</b>	<b>8,180</b>	<b>,000</b>
Sportsmanship.	,078	1,383	,169
F	34,010**		
R	,732		
R <sup>2</sup>	,536		
** p < 0,01			

There was a positive relationship between distributive justice perception again with two of the five organizational citizenship behavior. As with other regression models between organizational citizenship behavior and helpfulness of ownership with distributive justice ( $p < .003$  and  $p < .000$ ) were found at the level of a relationship.

## 6. CONCLUSIONS AND RECOMMENDATIONS

As a result of employees as mentioned in several studies in the literature is the relationship between justice and organizational citizenship behaviors and perceptions. One of the most important results of these studies done to contribute to the organization obtained in any of the organizational justice with

organizational citizenship behavior of species that could not be found any relationship between personal development and sportsmanship. In fact, the size of sportsmanship behavior of citizenship is not a variable, although seeing more demand in the literature.

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