

Summary

Organizational commitment facilitates organizational efficiency and operations. In an active environment, indifferent, irresponsible and passive employees will be considered organizational impediments that deteriorate quantitative and qualitative characteristics of employees' performance (**Mohammedan, 2017**).

Organizational justice is considered to have a significant impact on organizational commitment and can enhance some or all dimensions of organizational commitment, organizational justice refers to the overall perceived fairness of the organizations' procedures, policies, interactions and distribution systems. The three dimensions of organizational justice are 'distributive, interactional and procedural justice'. The procedural justice relates to the perceived fairness and transparency of the processes through which decisions affecting employees are made. Distributive justice is conceptualized as the fairness by which the organization distributes resources and work based on employee effort or performance. Last, interactional justice is characterized by the characteristics of a workplace relating to respect and honesty (**Ayobami, 2013**).

This study aimed at identifying the Relationship between organizational justice and Organizational Commitment of faculty staff and their assistants in (Beni-Suef and El-fayoum) faculties of nursing. This descriptive correlational study was conducted in two settings (Beni-Suef and El-fayoum) faculties of nursing. (184) faculty staff and assistants have participated in this study.

Two tools were used for data collection namely; organizational justice questionnaire and organizational commitment questionnaire. organizational justice questionnaire which consisted of 28 items distributed into three dimensions distributive, interactional and procedural

each consisted of 13, 8 & 7 items respectively and organizational commitment questionnaire which consisted of 18 items distributed into three dimensions namely affective, normative and continuance each have 6 items. A panel of experts in nursing administration validated the tool, and it was pilot tested on about 10% of the number of faculty staff and assistants. Data collection was carried out through five months; from April 2017 to the beginning of October 2017.

The main study findings revealed the following:

- Faculty staff and assistants in El-Fayoum faculty of nursing with age <36 years represent (73.4%) of study subjects, majority of them (77.2%) have <10 years of experience. approximately two thirds was married (65.8%).
- Beni-Sueif Faculty staff and assistants table shows, majority have age <36 years (81%), approximately two thirds was married (66.7%) and have <10 years of experience (67.6%).
- Majority of faculty staff have low level of organizational commitment (57.4%) and low organizational justice (59.6%). Meanwhile majority of faculty staff assistants have low organizational commitment (70.8%) and low organizational justice (75.2%).
- The dimensions of faculty staff organizational commitment ranged as following: continuance commitment 61.7%, then normative 46.8%, then affective commitment 27.7% respectively in the two study universities. While the faculty staff assistants who organizational commitment dimensions ranged as following; continuance commitment the highest dimension 56.9% then affective commitment 37.2% and at least normative commitment dimension 31.4%.
- The highest percentage of perceived organizational justice dimensions according to faculty staff and assistants scores was interactional justice, then procedural and the lowest was distributive justice.
- There is a positive correlation between faculty staff and assistants organizational justice scores and their organizational commitment. The positive predictors of organizational commitment were interactional and procedural justice while qualification was the negative predictor. Interactional justice identified as the positive

predictor of affective commitment. In contrast, current experience was the negative predictor.

- Regarding normative commitment. Procedural justice and distributive justice are known to be the positive predictors. Continuance commitment positive predictors were distributive justice and procedural justice. While negative predictors of continuance commitment were qualification and setting. For distributive organizational justice. Marital status is known as its positive predictor. Female gender identified as a positive predictor of procedural justice. Experience of faculty staff and assistants have a significant correlation with organizational justice perception among faculty staff and assistants.