

Impacts of organizational justice and organizational identification on individual's loyalty to independent trade unions and his intentions to engage in collective protest

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Abstract

Purpose- In the aftermath of the Egyptian revolution January 25, the number of labor protests has increased sharply and represented problematic situations for organizations and state. Undoubtedly, this escalation reflects both social problems in general and managerial, organizational and labor's relationships in particular. The organization of the labor movement via the establishment of new trade unions that are independent from the official trade union may increase collective protest actions. This paper aimed at investigated the effects of organizational justice perception and organizational identification on individual's loyalty to independent trade unions, the effects of loyalty to independent trade unions on group efficacy to protest. Then, investigate the direct and indirect effects of organization justice, organizational identification and loyalty to independent trade unions on group efficacy and intention to participate in collective protest.

Methodology- Depending on relative deprivation theory, social identification theory, Resources Mobilization, and group efficacy theory, We developed and tested a structure equation models contains(8) hypothesis. Data were collected using structured questionnaire after reliability and construct validity checked using confirmatory factor analysis. Data were collected from (348) employees who are members in the Egyptian federation of independent trade unions. Structure equation models technique was used to test research model using Amos 16.

Findings- Our results indicate positive effects of organizational justice on organization identification, both organizational justice and identification have negative effects on loyalty to trade unions, while organizational injustice has positive effects on loyalty to union and intentions to participate in collective protest. At all, results confronted all research hypnosis.