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Abstract
The current tendency of researchers in organization behavior literature starting to give more attention to psychological factors holds its own attraction. For years, emotional and psychology issues were put aside in organization behavior's literatures. However, due to the extremely turbulent in today's organizational environmental, emotional and psychology issues need to recognized and understood as a vital part of human resources department.
This study examined the relationship between organizational justice, positive organizational behavior, employees' job satisfaction, and organizational commitment among employees who are working in Indonesia. Also, the authors examined the effect of demographic characteristics towards those four constructs. The total sample of this study is 280 respondents.
This study found that among demographic characteristics, gender has no relationship with the four construct in this study. Among the four constructs, job satisfaction did not have significant relationship with demographic characteristic. Employees who are married have higher recognition toward distribution justice compared to those who are single. Furthermore, employees who are aging between 36-40 years old have higher recognition toward continuance commitment and distribution justice. While the higher the education of the employee would produce higher recognition towards optimism, resilience, and procedural justice. Employees who are working at private sector and NGO have higher recognition level towards procedural and hope, compared to those who are working at public sector.
This study also found there is existed relationship between four constructs in one degree or another. Among the dimensions of organizational justice, information and procedural have relationship with organizational commitment and job satisfaction.
While for positive organizational behavior, resilience and optimism was found to have relationship with organizational commitment and hope and resilience have relationship with job satisfaction. Affective commitment was the only dimension of organizational commitment which has relationship with job satisfaction, and among the dimensions of organizational justice, distribution and information justice have relationship with positive organizational behavior.
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