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Research Topic : Organizational Justice and Work Motivation in Relation to
Psychological Participation among Employees of Various
Sectors

Key Words : Organizational Justice, Work Motivation, Psychological
Participation, Gender Difference, Sector Difference

Findings

The present study aimed to find the difference in the perception of Organizational Justice among middle level employees working in the three different sectors i.e. Government, Semi Government and Private Sector. The results obtained after data analysis showed that there was a significant difference on perceived Organizational Justice among the employees of the above three sectors. However, there was no significant on perceived Organizational Justice between the employees of Government and Semi Government Sector when further statistical analysis was done.

The level of Work Motivation among employees of the three sectors was measured and it was found that there was a statistically significant difference on the level of Work Motivation among the employees of the Government, Semi Government and Private Sector. Further statistical analysis showed that there was no significant difference on the level of Work Motivation between employees of Semi Government and Private Sector.

Results also showed a significant difference on the level of Psychological Participation among employees of the three sectors. However, similar to Work Motivation, further statistical analysis showed that there was no significant difference on the level of Psychological Participation between Employees of Semi Government and Private Sector.

Major Findings

- There was a significant Gender Difference on perceived Organizational Justice for employees of Government and Private Sector, but not Semi Government Sector.
- There was a significant difference on perceived Organizational Justice among the employees of the Government, Semi Government and Private Sector.
- There was a significant difference on perceived Organizational Justice among employees of four types of organizations i.e. Banking, Education, Healthcare and Information Technology in Government and Private Sector each. However, no significant difference on perceived Organizational Justice was found among the employees of above four types of organization in Semi Government Sector.
- There was no significant Gender Difference on level of Work Motivation for employees of Government, Semi Government and Private Sector.
- There was a significant difference on level of Work Motivation among the employees of the Government, Semi Government and Private Sector.
- There was no significant difference on level of Work Motivation among employees of four types of organizations i.e. Banking, Education, Healthcare and Information Technology in Government, Semi Government and Private Sector each.
- There was a significant Gender Difference on level of Psychological Participation for employees of Semi Government and Private Sector, but not Government Sector.
- There was a significant difference on level of Psychological Participation among the employees of the Government, Semi Government and Private Sector.
- There was no significant difference on level of Psychological Participation among employees of four types of organizations i.e. Banking, Education, Healthcare and Information Technology in Government, Semi Government and Private Sector each.
- There was a significant positive relation between Organizational Justice and Work Motivation for employees of Government, Semi Government and Private Sector each.
- There was a significant positive relation between Organizational Justice and Psychological Participation for employees of Semi Government and Private Sector each, but not for employees of Government Sector.
- There was a significant positive relation between Work Motivation and Psychological Participation for employees of Government, Semi Government and Private Sector each.