

## **The Role of Organizational Trust in the Relationship Between Organizational Justice and Organizational Citizenship Behaviors: A Case Study of Sport Organizations of Tehran Municipality**

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**Abstract :** The aim of the present research is to study the role of organizational trust in the relationship between organizational justice and organizational citizenship behaviors in sport organizations of Tehran Municipality. The method of this study is correlation and it is based on structural equation modeling. Among all staffs of sport organizations of Tehran Municipality, 150 staff members were selected through random sampling. The data gathering instrument of the study incorporated the Moorman's (1999) Organizational Justice Questionnaire (OJQ), Ruder's (2003) Trust Organizational Questionnaire (TOQ), and the Organizational Citizenship Behavior Scale (DiPaola, Tarter, & Hoy, 2005). SEM was utilized to analyze the data. Regarding the relationships between the variables presented in the model, the following results were obtained: organizational justice has significant direct positive effect on organizational trust ( $\beta=0.82$ ), and organizational trust itself has significant direct positive effect on citizenship behavior ( $\beta=0.65$ ). According to the results, making efforts in order to encourage staff members to participate more in organizational decision-making will influence their condition. Furthermore, paying more attention to organizational justice may cause the staff members to accept the organizational structure and respect the rules, volunteer in supporting the organizational resources, and have active participation in managing organization roles.

**Keywords :** organizational trust, organizational justice, organizational citizenship behaviors, sport organizations

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