

The Impact of Organizational Justice on Organizational Loyalty Considering the Role of Spirituality and Organizational Trust Variable: Case Study of South Pars Gas Complex

Authors : Sima Radmanesh, Nahid Radmanesh, Mohsen Yaghmoor

Abstract : The presence of large number of active rival gas companies on Persian Gulf border necessitates the adaptation and implementation of effective employee retention strategies as well as implementation of promoting loyalty and belonging strategies of specialized staffs in the South Pars gas company. Hence, this study aims at assessing the amount of organizational loyalty and explaining the effect of institutional justice on organizational justice with regard to the role of mediator variables of spirituality in the work place and organizational trust. Therefore, through reviewing the related literature, the researchers achieve a conceptual model for the effect of these factors on organizational loyalty. To this end, this model was assessed and tested through questionnaires in South Pars gas company. The research method was descriptive and correlation-structural equation modeling. The findings of the study indicated a significant relationship between the concepts addressed in the research and conceptual models were confirmed. Finally, according to the results to improve effectiveness factors affecting organizational loyalty, recommendations are provided.

Keywords : organizational loyalty, organizational trust, organizational justice, organizational spirit, oil and gas company

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