

## Procedural Justice and Work Outcomes in Kuwait Business Organizations

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**Abstract :** The purpose of this study is to develop and test a theoretical framework which demonstrates the effect of procedural justice on four work outcomes: effective organizational commitment, organizational trust, organizational citizenship behaviour, and adherence to rules. The new model attempts to explain how procedural justice effects work outcomes. Data were collected from 267 employees working in nine Kuwaiti business organizations. Structural equation modelling was used to analysis the data. A discussion of issues related to procedural justice is presented, as well as recommendations for future research.

**Keywords :** procedural justice, affective organizational commitment, organizational citizenship behaviour, organizational trust, adherence to rules

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