A META ANALYSIS FOR RELATIONSHIP BETWEEN ORGANIZATIONAL JUSTICE AND JOB SATISFACTION: TURKEY CASE

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Abstract - The aim of this studyis to examine the relationship between organizational justice and job satisfaction by using meta-analysis. In this context, the Gazi University Library data base was used to determine researches to be included in the analysis. In the first stage, the researches which were published in the period 2010.01-2017.10 and included sample in the borders of Turkey were reviewed. In the second stage, studies providing appropriate criteria were determined among total of 53 studies.The results obtained using the correlations of 19 appropriate studies show that organizational justice and job satisfaction are generally positively related. In other words, if employees have the idea that administrative and organizational justice is provided, job satisfaction perceptions are also increasing. It is also positively related to the sub-dimensions of organizational justice and the sub-dimensions of job satisfaction. The answer to the question of which job satisfaction is more correlated with organizational justice dimension can be said as distributed justice. This result coincides with the meta-analysis of Cohen et al. (2001). On the other hand, interactional justice has the highest correlation with internal job satisfaction. In other words, the success of employees in the process of each other affects the positive direction. It is also noteworthy that external job satisfaction is more correlated with organizational justice sub-dimensions than internal job satisfaction.

Keywords - Organizational behavior, Organizational Justice, Job Satisfaction, Meta-Analysis, sub-dimensions
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