PROMOTING EMPLOYEES’ PSYCHOLOGICAL WELLBEING: A STUDY ON CONSEQUENCES OF ORGANIZATIONAL JUSTICE

Ms. Simran Kaur, Assistant Professor,

Delhi School of Professional Studies and Research

Affiliated to Guru Gobind Singh Indraprastha University, Dwarka, India

ABSTRACT

The most important resource for effective functioning of an organization is human resource. Organizations require people who make efforts beyond their prescribed responsibility. Organization needs to create an environment for people where they feel that they have been treated fairly. A justly supportive system and effective utilization of competencies will create a sense of organization being fair to employees. The main purpose of this paper is to test the extent of influence of Organizational Justice on various dimensions of Psychological wellbeing like self-acceptance, personal growth, autonomy, environmental mastery, positive relationship with others and purpose of life. In this study, the Organizational Justice perceptions of lecturers working in private institution were examined. The work group of the study is formed by 200 employees working as Assistant Professor, Associate Professor and Professor in private colleges of Delhi NCR. The result obtained from Pearson correlation and stepwise multiple regressions suggest that Distributive Justice is found out to be the strongest predictor of Environment Mastery whereas Personal Growth has been predicted by Instructional Justice. It means that if people have favorable distributive justice perceptions, they are also likely to have positive emotions and more favorable attitude and behavior directed towards the organization that has provided the favorable outcomes. Moreover Procedural Justice explains 85.6% of variance in prediction of Purpose in Life. As a whole, Organizational Justice is found out to be the significant predictor of Psychological Wellbeing. Stepwise multiple regressions clearly indicate that various dimensions of Organizational Justice (Distributive, Procedural and Interactional Justice) can significantly predict the dimensions of Psychological Wellbeing. Organizational Justice Perception factor explains 92.1% of Psychological Wellbeing. The theoretical framework proposed in the paper on Psychological Wellbeing would help the researchers and management people to understand the impact of Perceptions about Organizational Justice in better efficiency of the organization.

KEYWORDS: Distributive Justice, Procedural justice, Interactional Justice, Psychological Wellbeing, college Lecturers