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RELATIONSHIP BETWEEN ORGANIZATIONAL JUSTICE AND OUTCOMES; STUDY ON AN ISLAMIC UNIVERSITY IN YOGYAKARTA

Heru Kurnianto Tjahjono
Faculty of Economis
Muhammadiyah University of Yogyakarta
Indonesia

The purpose of this research is to test the relationship between organizational justice (distributive & procedural) and (personal & organizational) outcomes within the two-factor model on Islamic University context. The two-factor model is introduced by Sweeney and McFarlin (1993) who explain that distributive and procedural justices have different influences on outcomes. In the model, the effects of distributive justice on personal outcomes are more dominant compared to procedural justice. On the other hand, procedural justice will be more accurate to predict the organizational outcomes compared to distributive justice. This model is based on U.S.A. setting research. Empirically, that model is not always supported in the field. The different empirical results indicate that the model is not universal across population but more dependants on their context. This research is conducted for an Islamic University setting, where the researcher gathered 426 samples of full-time university employees in Yogyakarta. In general the result supports the hypothesis of the relationship between organizational justices and personal organizational outcomes.

Keywords: Organizational justice (distributive and procedural), personal outcomes, and organizational outcomes.