

"A Comparative Study: Role of Organizational Justice
on Employees Performance in Government & Private Sector."



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Dedication:

I dedicate this study to my family that supported me during up and downs of my life, special feeling of thankfulness to my caring parent who always encouraged me and supported me throughout my study.

“There are no secrets to success. It is the result of preparation, hard work, and learning from failure.”

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Abstract:

The current research is the comparative study of role of organizational justice on employee's performance in government and private sectors of Islamabad, Pakistan. The gap analysis of my research is taken from (Diab M.S, 2015) my research question is Does organizational justice has significant impact on employee performance? The methodology of my research has covered the both government and private sectors of Islamabad by selecting six companies out of which three companies of sample size 180 are from the government sector that is OGDCL Oil and gas development cooperation limited, PSO Pakistan state oil and PTV Pakistan Television cooperation and three the sample size of 180 form the Private sector that is SAMA, DPL Dewan petroleum (pvt.) limited and PEL Petroleum exploration (pvt) ltd. The respondents in the current research is middle and lower level employees who are working as permanents employees with experience and educational background. Research didn't required contact with the every person in the whole population therefore for this purpose the random sample was used.

All the collected data was analysed through the SPSS 21 (SPSS, Inc., 2014). The tools which was used to analysed the Descriptive statistics, Correlate Bivariate, Pearson correlation coefficient Anova and linear regression is used. The results of current research shows the organization justice has significant impact on the employees performance in both sectors and it is found higher in private sector and lower in the government sector. The last step in the research is the managerial implication of this research which would help both sectors to increase organizational justice in their organizations to increase the employee's performance for better productivity and organizational growth.

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