

**"Impact of Organizational Justice on the Employee
Retention in Telecom Sector of Pakistan"**



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ABSTRACT

Organizational justice has become one of the major aspects of HR practices these days in the organizations all over the world. The importance and significance has been widely realized by the international recruiting agencies and the multinational corporations as well. This study aims to draw the impact of organizational justice on the employee retention in the telecom sector of Pakistan. Testing the effect, the path and the implication of relationship between specific types of organizational justice like, Procedural justice, Interactional justice, and distributive justice on employee retention has been measured and tested. Through the regression analysis and correlation analysis it has been originate that the interactional justice has been the highest impactful relationship with the employee retention. Followed by the distributive justice and then the procedural justice in the end. It has been found out with the help of strong significance that the organizational justice has strong positive correlation and impact on the employee retention. It is inferred through this study that the gradual increase in the induction of organizational justice into HR practices leads towards retained employees and eventually lesser turnover ratios. Another finding of this study is that the importance given to organizational justice over time has increased significantly, showing positively growing behavioral attitude towards the justice in the organizations. The results showed the efficiency of the current employees and perspective's dynamic shift with in the organizations and their employees in order to achieve the operational excellence.

Keywords: organizational justice, employee retention, distributive justice, procedural justice, interactional justice

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