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ORGANIZATIONAL JUSTICE AND ITS ROLE IN ACHIEVING JOB SATISFACTION (AN ANALYTICAL STUDY IN THE DIRECTORATE OF BAQUBA MUNICIPALITY)

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Abstract

The research aims to identify the extent to which the Directorate of Baquba Municipality possess of organizational justice, as well as to diagnose the extent to which the Directorate (The research Sample) perceives job satisfaction among its employees. The importance of research comes from the standing of organizational justice as one of the most significant elements of success of all, because it is the main determinant of the efficiency and effectiveness of performance resulting from the existence of job satisfaction in these organizations. The researcher adopted the descriptive - analytical approach using methods of applied, analytical and fieldwork. The descriptive-analytical approach is considered as a beneficial research method for addressing the variables of the study and discovering the nature of analytical and interpretive relations between variables. A questionnaire was designed as the main used tool in the collection of data and information according to the Likert rating scale, (50) forms were distributed and (50) retrieved, they were all valid for statistical analysis with a retrieval percentage of (100%). The study reached a number of conclusions, the most important of which is that the administration of Baquba Municipality relies heavily on distributive, procedural and interactive justice in achieving job satisfaction among its employees. The research came out with a number of recommendations, the most important of which is the need for the administration to provide the opportunity for its employees to participate in the decision-making process, especially of which makes them more responsive to business requirements.

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Decision-Making, Organization, FieldWork

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