

The impact of organizational justice in the preservation of human resources in the Syrian Private University (field study)

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Abstract

The objective of the research was to identify the impact of the dimensions of organizational justice in the preservation of human resources at the Syrian Private University. The dimensions of justice were: (distributive justice, fair transactions, fairness of information and fairness of procedures).

In order to achieve this goal, the researcher adopted the deductive method in presenting the study variables and extracting the results. The reason is that the nature of the relationship between the two variables is a dialectical relationship, and the appropriate statistical tools were used in the analysis.

The research community was appointed by all the administrative staff, ie, the administrative staff at the university. It had a total of 95 items. The comprehensive inventory method was used to collect the data. The questionnaire was used as an appropriate tool in the collection process and the appropriate statistical tools were used in the analysis.

The study found the following results:

- There is a significant positive effect for both distributive justice, fairness of procedures, and the fairness of information, in the preservation of human resources in the university.
- There is no significant effect on the justice of the treatment in the continuation of the workers and their stay in the university.
- There are no significant differences in the readiness of employees to stay at the university according to their level of education, gender, years of service or work place in the university, while there were substantial differences in the readiness of workers to stay in the university, Increasing their age group.

A number of recommendations were made for the nature of the results.

- To promote the practices of distributive justice, as it takes the largest percentage in the preservation of human resources at the university.
- To increase the activation and promotion of procedures for fairness of procedures, as they contribute to a lesser degree in the preservation of human resources at the university.
- Working to increase the activation and promotion of information fair practices, as they contribute to an acceptable degree in the preservation of human resources at the university.
- To activate the practices of the dimensions of the following organizational justice: (distributive, procedures, information) especially in the lower age groups, as it enhances their stay at the university

Keywords: Organizational Justice, Human Resources Conservation.

For the Paper in Arabic Language See the Pages (223-251).

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