

Organizational Justice of the Academic Chairpersons at the Jordanian Public Universities and its Relationship to Organizational Loyalty of the Faculty Members

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Abstract

The purpose of this study was to examine the organizational justice of the Academic Chairpersons at the Jordanian Public Universities and its relationship to organizational loyalty of the faculty members.

The population of the study consisted of all 2905 Jordanian teaching faculty members, appointed on full-time basis at the Jordanian public universities, whereas the sample of the study consisted of 450 members selected by using the stratified random technique.

Two instruments were used for data gathering: The first one, organizational justice scale constructed by Niehoff & Moorman (1993) was adopted after adding a fourth dimension. The second was the organizational loyalty questionnaire, constructed by Porter & others

(1974). The researchers found out the validity and the reliability of the two instruments.

The results of the study indicated that the degree of organizational justice of the academic chairpersons was high. It also indicated that the degree of organizational loyalty of the faculty members was also high . The results also showed that there was positive significant relationship between the degree of practicing organizational justice by the academic chairpersons, and the degree of organizational loyalty by the faculty members`.

For the paper in Arabic see pages (191-231).