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.(Robbins, 1990) "Organizational Justice "

(Saal & Moore, 1993)

(Byars & Rue, 1997)

(Cropanzano & Greenberg, 1997)

(Greenberg,1990)

(Ball, Trevino, & Sims, 1994)

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(Rahim,2000)

(Kottraba, 2003)

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(Buchanan, 1974)

(Identification) .1

(Involvement) .2

(Loyalty) .3

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:Organizational Justice

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.(Sall & Moore, 1993:106)

:Organizational Loyalty

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(Organizational Justice) :

(Adams, 1965)

.(Bardwell & Holden, 2001)

(Niehoff &

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Moorman, 1993)

:(Distributive Justice) .1

:(Procedural Justice) .2

:(Interactional Justice) .3

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:(Robins,1990)

(Vroom : Expectancy Theory)

.(Adams : Equity Theory)

(Porter & Lawler: Model)

(Rawls : A Theory of Justice)

.(Fredrickson: Social Equity Theory)

(Organizational Loyalty)

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(Steers, 1977)

(O,reilly & Caldwell, 1980)

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(Schmiesing, Safrit & Gliem, 2003)

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	2	0.77	3.37	
	3	0.76	3.36	
	3	0.79	3.36	
		0.63	3.38	

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	1	1.08	3.58		1
	2	1.19	3.50		5
	3	1.03	3.49		4
	4	1.15	3.30		2
	5	1.21	2.96		3
		0.77	3.37	/	

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	1	1.09	3.65		10
	2	1.03	3.55		6
	3	1.01	3.51		9
	4	1.08	3.46		7
	5	1.14	3.27		8
	6	1.22	3.20		11
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	1	1.16	3.54		20
	2	1.19	3.49		13
	3	1.12	3.46		14
	4	1.07	3.44		15
	5	1.17	3.38		18
	6	1.12	3.30		17
	7	1.06	3.26		19
	8	1.16	3.21		16
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	3	1.14	3.42		22
	4	1.15	3.36		23
	5	1.11	3.28		24
	6	1.17	3.07		26
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	1	0.88	4.24		1
	2	0.97	3.99		3
	2	1.17	3.99		15
	4	0.97	3.89		2
	5	1.13	3.78		6
	6	1.12	3.68		5
	6	1.13	3.68		9
	8	1.12	3.64		10
	9	1.07	3.54		8
	10	1.12	3.48		13
	11	1.45	3.37		12
	12	1.23	3.32		4
	13	1.32	3.06		11
	14	1.09	2.79		14
	15	1.19	2.57		7
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