Studying Relationship between Organization Justice and Climate with Mental Health

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Abstract: The study aims to study relationship between organization justice and climate or mental health of staffs. The sample of this research encompasses 280 persons of staffs that are randomly done by simple sampling method. Correlation methods was used in description study way. To assess the variables of Nihouf organization justice questionnaire, organization climate questionnaire (OCDQ) and mental health questionnaire (GHQ) are used. Pierson coefficient correlation, t-test of independent groups and regression are used to analyze data. Results noted that there is a significant relation between organization justice and organization climate and also significant and converse relation between organization climate and mental health

Keywords: Organization Justice, Organization Climate, Mental Health

1. Introduction

Justice and its execution are one of the essential and innate human needs that permanently its availability has, during the history, prepared appropriate case to develop human communities. Ideas related to justice have progressed paralleled to development and improvement of human community and its domain has lasted to western researches from the philosophy and religions view of thought. After industry revolution and mechanizing human communities, organizations have such domination on human life that, from birth to death, any one is directly dependent to them and living without organizations is recently unimaginable. So, justice execution in society depends on justice availability in organizations. First research on organization justice turned to early 1960s. After 1990, new generation of western studies about organization justice started that resulted to distinguish 3 sorts of justice included distribution, procedure and interaction justice in organizations (Fouladvand, 1386).

Appropriate organization climate can be effective on attitude in staffs, motivation improvement in staffs, person's contribution in decision making and plethora of innovation and as a source it is counted to make mental health for staffs. Thus, alter in any parts of organization climate leads to instant and deep change in way of doing the job and staffs' operation. To consider this human power has, in the past and now, used as a significant factor in speech of trainers because organization succeed relates to correct protection of human power.

In some countries that about causes of signs in mental pressure resulted from occupation, organization climate, job satisfaction, job fatigue and accessible ways to reduce detrimental effects of mental pressure in work environment some research has been done; however, managements pay attention towards physical and mental health of employees more than job machines and tools healthiness.

Mental health is a place for social welfare that covers all parts of life included home environments to school, collage, work and similar ones and mental health is so important mostly in "respect to personality and prestige of human, in order that the prestige and respects of them are never appointed so mental health,

mental balance and human relationship improvement will never be significant". Therefore, mental health is well-proportioned and harmonic behavior with society, recognition and adoption of social realities and compatibility to them, satisfying self needs moderately and to inflorescence self innate talents (Bordbar, 1377).

2. Research hypothesis

- There is a significant relationship between organization justice dimensions and organization climate.
- There is a significant relationship between organization justice dimensions and mental health.
- There is a significant relationship between organization climate and mental health.
- Organization justice and organization climate are able to predict mental health.

3. Research method

The research static community includes all staffs of Shiraz Communication Company in amount of 824 males and 276 females worked in it in 1388. Sample volume in the research contains 280 persons of Shiraz Communication Company that 210 questionnaires, selected by using Morgan table and simple random sampling method, returned (126 males and 84 females).

3.1. Research instruments:

- Organization justice questionnaire: This questionnaire was made by Niehouf & Mormen (1993) and measures 3 dimensions of organizational justice which are: Distribution justice,Regulation justice and Interaction justice.

- Organization climate questionnaire: To evaluate organization climate, the organization climate questionnaire of Halpin & Crant (1963) was used. Resulted questionnaire contains below dimensions: Supportive dimension, Imperative dimension, Restriction dimension, Cooperative dimension, Intimate dimension ,Pretentious to work dimension

3 dimensions of supportive, imperative and restriction dimensions are considered for management behavior and 3 others cooperative, intimate and pretentious to work for staffs.

- Mental health questionnaire: this questionnaire is made by by Yaghoubi & Palahang (1374) based on Goldberg (1972) questionnaire include 4 dimensions of physical, anxiety, social function and disturbing and depression. Its reliability was 0.76 by using chronbach alpha.

4. Results

Hypotheses 1: is there any significant relationship between organization justice dimensions with organization climate? To study it Pierson correlation analysis is used. Results were shown in table 1

Table 1: Pierson correlation coefficient test to study relation between organization justice dimensions with organization climate

Variables	Justice	Distribution justice	Events justice	Cooperative justice	Organization climate
Justice	1				
Distribution justice	691^{**}/	1			
Events justice	888^{**}/	/438^{**}	1		
Cooperative justice	921^{**}/	/424^{**}	/789^{**}	1	
Organization climate	582^{**}/	/269^{**}	/528^{**}	/612^{**}	1

Hypotheses 2: Is there a significant relationship between organization justice dimension and mental health?

To study it Pierson correlation analysis is used.

Table 2: Pierson correlation coefficient test to study relation between organization justice dimensions with mental health

Variables	Justice	Distribution justice	Events justice	Cooperative justice
Menthal health	0.1	0.01	0.12	0.11

All dimensions of organizational justice had no significant relationship with mental health

Hypotheses 3: Is there any significant relationship between mental health and organization climate? To study it Pierson correlation coefficient test is used.

Table 3: Pierson correlation coefficient test to study relation between mental health and organization climate

Variables	N	Average	Standard deviation	Correlation coefficient	sig
Mental health	210	44.26	14.38	- 0.148	0.032
Organization climate	210	120.7	17.06	-0.148	

As it given correlation coefficient between organization climate and mental health is 0.148 that has weal significant in $p \leq 0.05$ levels thus there is weak and opposite significant relationship between organization climate and mental health.

Hypotheses 4: would it be possible to predict mental health changes between organization justice and organization climate? To study it regression analysis used.

Table 4: regression analysis result

Sig	t	Beta	B	F	R^2	R	Index / Prediction variable
0.76	0.29	-0.025	-0.026				Organization justice
0.11	1.57	-0.13	-0.112	2.35	0.022	0.149	Organization climate

The results show that none of organization justice and organization climate variables are unable to predict mental health.

5. Conclusion

As analysis showed there is significant relationship between organization justice dimensions and organization climate. According to results of table 4-5 correlation coefficient between total organization justice with organization climate is equal to – 582 % that in p ≤ 0.01 level is significant; however, correlation coefficient in distribution justice is – 269 %, in procedure justice is – 528 % and in cooperative justice is equal to – 612 % that all of them are significant in p ≤ 0.01 level, thus there is a positive significant relationship between organization justice (and its dimensions) with organization climate.The results are similar to Pastoma, Campion (2005), Will Rayan & Graham Vinesh (1994), Mac GHarlih & Sweeni (1992), Val ateebi (2001), Richard & Mohammad (2002), Shapier et al (2004) and Will Deeni (1992).

According to results of table 4-6 correlation coefficient between total organization justice with mental health is equal to – 0.1 that in p ≤ 0.05 level is not significant; however, correlation coefficient in distribution justice is – 0.01, in procedure justice is – 0.12 and in cooperative justice is equal to – 0.12 that all of them are not significant in p ≤ 0.05 level, thus there is no positive significant relationship between organization justice (and its dimensions) with mental health. The results are not similar to research of Began & Moler (1987), Behrouzi, Shekar kan & taghy pour (1387) and is similar to Aghou, Weller & Wirays (1993), Hahsemzadeh, Orangi & Bahredar (1379) and Amranzadeh.

Justice perceive in organizations by staffs leads to satisfactions such as job satisfaction, high attachment and commitment in organization that more organization justice exist, more security by staffs achieve that it will be forward to improve efficiency in them and these aspects absolutely impact on their health, but about lack of significance of this it can be said that organization is as much effective as on staffs' health so it is hard to not notify the environmental impacts because appropriate environment leads to improvements in people healthiness although there is no justice in organization, such people are able to cope with their dissatisfaction perfectly and make them solved admirably. Regarding to table 3 results correlation coefficient between mental health and organization climate is equal to – 0.148 and in p ≤ 0.05 level is significant so there is a significant and opposite relationship between mental health and organization climate. Other research has been done in line with it that we point to some:

Amirian zadeh (1380) obtained that significant relationship is between mental health and organization climate. Cassel (2005) gained positive significant relationship between them. Hashem zadeh, Orangi & Bahre dar (1379), Kelly & Hammet and Dennis (2008), Lahour and others (2005) did equal study with research and Rezaei (1377), Mosavi (1377), Nill (2006), quoted from Arshadi (1389) and Bahredar (1379) did opposite one.

In above result explanation it must be said that open climate in organization makes serenity feelings in people. In these organizations attention into individual value and respect are established and their persons have appropriate and high mental health rather than those ones have close climate.

On the other hands, in organizations pay no attention to people value and make pressure is all natural. Dictatorship, impose environments and also lack of trust and confidence from other sides make negative changes on mental health of staffs. Employees working in open climate towards close climate recognize more to their restriction and others. The result is just right behavior of management to staffs that leads them to know more about reality and recognize their restriction and admit their personality as it is. To train positive aspects of their character and to prevent negative ones cause to provide disturbance in individual health at work. Open climate causes more amiability between management t and staffs, more recognition about needs by people, more optimistic and or better challenge with life problems, to know people as they are and to trust to each other and to work and live without any stress.

Further analysis revealed that there is no significant difference between male and females in their opinion in all dimension of organizational justice, organizational climate and mental health.

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