

**THE RELATIONSHIP BETWEEN ORGANIZATIONAL JUSTICE
AND ORGANIZATIONAL TRUST AMONG THE EMPLOYEES
OF TWO SELECTED APPAREL COMPANIES IN VAVUNIYA
DISTRICT**



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ABSTRACT

Organizational justice and organizational trust are becoming important concepts to organizations in recent years. The purpose of this study is to empirically investigate about the relationship between organizational justice and organizational trust among the employees of two selected apparel companies in Vavuniya district. In this study independent variable is organizational justice and dependent variable is organizational trust. According to the literature review organizational justice has three dimensions such as distributive justice, procedural justice and interactional justice. Organizational trust has two dimensions namely, trust in supervisor and trust in organization.

The researcher has considered two apparel companies in Vavuniya district, namely Hirdaramani fashions (Pvt) Ltd and Omega Line (Pvt) Ltd. The structured questionnaire was used to collect primary data from employees of selected apparel companies. It consists of 250 respondents out of 1866 population. The sample was selected through simple random sampling method. The collected data was analyzed by using descriptive statistics, correlation and regression analysis.

The major findings of the study concluded that, there is high level of organizational justice and organizational trust exists in these leading apparel companies. The result also implied that, there is significant positive relationship among organizational justice and organizational trust and organizational justice explain 15% of variation in organizational trust.

The implications of the results will provide practical recommendations to the apparel industry such as, organizations can improve the tendency of engaging in contextual performance if they will more regularly assess employee perceived organizational justice and also ensure trust among their employees. An occasional assessment is probably not adequate to ascertain the dynamic impact of organizational justice dimensions on organizational trust. The recommendations of the current study support the application of organizational justice practices within the organizations and sustain the current status quo and further improvements related to organizational justice and organizational trust according to the apparel industry perspective.

Keywords: Distributive Justice, Procedural Justice, Interactional Justice, Organizational Justice, Organizational Trust, Apparel Companies

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