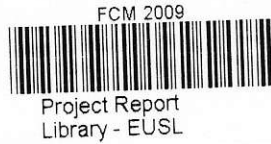


**RELATIONSHIP BETWEEN  
ORGANIZATIONAL JUSTICE AND ORGANIZATIONAL TRUST  
AMONG THE EMPLOYEE OF SELECTED COMMERCIAL  
BANKS IN BADULLA DISTRICT**



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## ABSTRACT

Empirical knowledge gaps were identified regarding the relationship between organizational justice and organizational trust in the banking sector, particularly Badulla District. So, the main purpose of this research is reviewing the relationship between organizational justice and organizational trust among the bank employees.

This study was conducted with five research objectives. The method of this research is descriptive and correlational, and its statistical sample is included 200 employees in selected commercial banks in Badulla District and simple convenience sampling technique has being applied. Data collection tools used through this research were Price and Mueller (1968) Distributive Justice Index (DJI), Moorman's (1991) Procedural and Interactional Justice Questionnaire , Scott (1981) Organizational Trust Questionnaire, that their Cronbach's alpha values were equal to 0.89, 0.77, 0.82, 0.77 and 0.81 respectively. The Pearson Correlation Coefficient was used to identify the relationship between the organizational justice and organizational trust.

Results of the study show that organizational justice and organizational trust were high level among the employees of selected commercial banks in Badulla District. And also, correlation analysis found that organizational justice and its dimensions were positively correlated with organizational trust. Based on that, distributive and procedural justice have high positive relationship with organizational trust and medium positive relationship between the interactional justice and organizational trust.

**Keywords:** Distributive Justice, Procedural Justice, Interactional Justice, Organizational Justice, Organizational Trust, Banking Employees

# TABLE OF CONTENTS

	Pg.No
<b>CONTENTS.....</b>	
Acknowledgement.....	i
Abstract.....	ii
Table of Contents.....	iii
List of Tables.....	x
List of Figures.....	xii
Abbreviations.....	xiii
<b>CHAPTER - 1 INTRODUCTION.....</b>	<b>1-8</b>
1.1 Background of the Study .....	1
1.2 Problem Statement.....	4
1.3 Research Questions.....	5
1.4 Research Objectives.....	6
1.5 Significance of the Study.....	6
1.6 Scope of the Study .....	7
1.7 Limitation of the study.....	7
1.8 Chapter Organization.....	7
1.9 Chapter Summary .....	8
<b>CHAPTER - 2 LITERATURE REVIEW.....</b>	<b>9-23</b>
2.1 Introduction.....	9
2.2 Organizational Justice.....	9
2.2.1 Definitions of Justice .....	9

2.2.2 Definitions of Organizational Justice.....	10
2.2.3 Dimensions of Organizational Justice .....	11
2.2.3.1 Distributive Justice.....	11
2.2.3.2 Procedural Justice .....	12
2.2.3.3 Interactional Justice .....	13
2.3 Organizational Trust .....	14
2.3.1 Definitions of Trust.....	14
2.3.2 Definitions of Organizational Trust.....	15
2.3.3 Dimensions of Organizational Trust.....	16
2.3.3.1 Trust in Organization.....	17
2.3.3.2 Trust in Supervisor.....	18
2.4. The relationship between Organizational Justice and Organizational Trust ....	19
2.5 Chapter Summary .....	23

**CHAPTER -3 CONCEPTUALIZATION AND OPERATIONALIZATION 24-33**

3.1 Introduction.....	24
3.2 Conceptualization .....	24
3.3 Definitions of Key Variables .....	25
3.3.1 Organizational Justice.....	25
3.3.1.1 Distributive Justice.....	26
3.3.1.2 Procedural Justice .....	26
3.3.1.3 Interactional Justice .....	27

3.3.2 Organizational Trust .....	27
3.3.2.1 Trust in Organization .....	28
3.3.2.2 Trust in Supervisor.....	29
3.4 Theories Underpinning the Conceptual Model of the Study .....	29
3.4.1 Adams Equity Theory .....	29
3.4.2 Social Exchange Theory .....	30
3.5 Operationalization.....	31
3.6 Chapter Summary .....	32
<b>CHAPTER - 4 METHODOLOGY.....</b>	<b>34-42</b>
4.1 Introduction.....	34
4.2 Study Design.....	34
4.2.1 Type of Investigation .....	34
4.2.2 Variables of the Study.....	35
4.2.3 Study Setting.....	35
4.2.4 Time Horizon .....	35
4.2.5 Unit of Analysis .....	35
4.3 Method of Data Collection.....	35
4.3.1 Primary Data .....	35
4.3.2 Secondary Data .....	35
4.4 Questionnaire Administration.....	36
4.5 Sampling .....	37

4.5.1 Population .....	37
4.5.1.1 Study Population.....	38
4.6 Sampling Technique .....	38
4.6.1 Sample Size.....	39
4.7 Method of Data Analysis .....	39
4.7.1. Reliability Analysis and Evaluation.....	39
4.7.2. Univariate Analysis and Evaluation.....	40
4.7.3 Bivariate Analysis and Evaluation.....	40
4.7.3.1 Correlation Analysis .....	41
4.8 Method of Data Presentation .....	41
4.9 Chapter Summary .....	42
<b>CHAPTER - 5 DATA PRESENTATION AND ANALYSIS.....</b>	<b>43-55</b>
5.1 Introduction.....	43
5.2 Reliability Analysis.....	43
5.3 Data Presentation for Personal Information.....	44
5.3.1 Name of the Bank .....	44
5.3.2 Type of the Bank.....	44
5.3.3 Job Position.....	45
5.3.4 Gender.....	45
5.3.5 Age Range.....	46
5.3.6 Educational Level .....	46

5.3.7 Experience in the Present Job .....	47
5.4 Data Analysis for Research Information.....	47
5.4.1 Univariate Analysis.....	47
5.4.1.1 Organizational Justice.....	47
5.4.1.2 Organizational Trust .....	50
5.4.2 Bivariate Analysis.....	52
5.4.2.1 Relationship between Organizational Justice and Organizational Trust .....	52
5.4.2.2 Relationship between Distributive Justice and Organizational Trust ...	53
5.4.2.3 Relationship between Procedural Justice and Organizational Trust.....	54
5.4.2.4 Relationship between Interactional Justice and Organizational Trust..	54
5.5 Chapter Summary .....	55
<b>CHAPTER - 6 DISCUSSION.....</b>	<b>56-65</b>
6.1 Introduction.....	56
6.2 Discussion on the Demographic Factors.....	56
6.2.1 Name of the Bank .....	56
6.2.2 Type of the Bank.....	56
6.2.3 Job Position.....	56
6.2.4 Gender.....	57
6.2.5 Age Range.....	57
6.2.6 Educational Level .....	57
6.2.7 Experience in the Present Job .....	58

6.3 Discuss on Research Variables .....	58
6.3.1 Level of Organizational Justice .....	58
6.3.1.1 Distributive Justice.....	59
6.3.1.2 Procedural Justice .....	59
6.3.1.3 Interactional Justice .....	60
6.3.2 Level of Organizational Trust.....	60
6.3.2.1 Trust in Organization.....	61
6.3.2.2 Trust in Supervisor.....	61
6.3.3 Correlation Analysis .....	62
6.3.3.1 Relationship between Organizational Justice and Organizational Trust .....	62
6.3.3.2 Relationship between Distributive Justice and Organizational Trust...63	
6.3.3.3 Relationship between Procedural Justice and Organizational Trust.....63	
6.3.3.4 Relationship between Interactional Justice and Organizational Trust..64	
6.3 Discussion of Findings with Theory .....	64
6.3.1 Adams' Equity Theory.....	64
6.3.2 Social Exchange Theory .....	65
6.4 Chapter Summary .....	65
<b>CHAPTER - 7 CONCLUSION AND RECOMMENDATION.....</b>	<b>66-72</b>
7.1 Introduction.....	66
7.2 Conclusion of the Study.....	66
7.3 Contribution of the Study in Filling Empirical Research Gaps .....	68