

THE PERCEPTIONS OF ORGANIZATIONAL JUSTICE OF SECONDARY TEACHERS

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Abstract

The main purpose of this paper is to explore the perceptions of organizational justice of the secondary school teachers. Research population comprises 888 administrators and teachers, working currently at secondary schools in Bitlis Province in the 2012-2013 academic year. 401 administrators and teachers, working in Bitlis centre and in Adilcevaz, Ahlat, and Tatvan counties, were taken into research as sample.

In this research Justice Scale was used as collecting data tool and Special SPSS packet programmes were also used in analysing of data obtained by Justice Scale. T (one- sample t test), Mann Whitney U, One Way ANOVA and Kruskall Wallis H tests were used in analysing of data.

According to the findings obtained in the result of the research, the participants express the opinions that agree with at level in all dimensions of organizational justice. According to the gender variable, it was confirmed that male participants' perceptions are higher than female's in all the sub-dimensions of organizational justice. The perceptions of the teachers who have seniority 16-20 years are higher than the perceptions of the teachers who have seniority 1-5 and 6-10 years. The perceptions of the teachers, working in the counties, are higher than the teachers' working in the centre of the province.

Key Words: Justice, Organizational Justice, Distributive Justice, Procedural Justice and Interactional Justice.