

## College of Business Academic Seminar Series

Speaker



### When Needs Justify the Means

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#### Description:

In an attempt to expand knowledge about individual differences in reactions to organizational injustice, this study introduces continuance commitment as a moderator to justice-reaction relationships. Continuance commitment refers to the type of commitment that results from the employee's need to maintain his or her position in the organization. The purpose of this study is to understand the impact of continuance commitment in moderating the relationships between organizational justice and employee's citizenship behavior, the employee voluntary performance, by investigating conditions under which these reactions may, or may not, occur. Cross-sectional data were collected to test the study's hypotheses. Results indicate that continuance commitment is a significant moderator of the relationship between organizational justice and organizational citizenship behavior as continuance commitment moderates the effects of interpersonal justice, and distributive justice on the employee's citizenship behavior.



Thursday March 25, 2021



12:00 - 01:00 PM



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