

محددات وأبعاد العدالة التنظيمية

وأثرها على الاستغراق الوظيفي

(دراسة تطبيقية)

د. / محمد بكري عبد العليم *

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(Downsizing of Manpower)

.(Gfroerer, 2002,P.1)

.(Hackmann, 1994, pp.1-2)

.(Robinson , 2004 , P. 1)

Summary

First: Introduction

Today's marketplace presents unique challenges to human psychological well-being. While there have been many positive changes in occupational health and safety procedures over the past century , there remain a number of current working conditions that continue to threaten our physical and mental health by contributing to the deleterious effects of occupational burnout and work stress . In resent year, many corporations have downsized (forced reduction in number of employees) , which has caused the workload to increase for remaining workers . (Gfroerer, 2002; P.1)

In order to remain viable in today's work place , individuals and companies have to become highly flexible. They must develop the ability to respond positively to new situations rather than being constrained by them . In order to accomplish this , they are finding that they must adopt new forms of working and ways of structuring work (Hackmann , 1994 , PP. 1- 2). Organization cannot be successful without a focus on and understanding of the individual . And all individuals have the natural right to realize their potentials through the stages of their lives . It thus follows that the primary purpose of any organization , public or private , is to allow for the realization of individual potentials (Robinson , 2004 , P. 1).

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(Downsizing of Manpower)
(Gfroerer, 2002, P.1)

(Hackmann, 1994, PP.1-2)

(Robinson, 2004, P.1)

(Lieberman, 2006, P.1)

Cremer, et.al.,)

(2006, P.354

(Johanson, et.al., 2006, P.175)

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<div> <div>-</div> <div>-</div> <div>)</div> <div>(-)</div> <div>-</div> <div>-</div> <div>)</div> <div>(</div> <div>-</div> <div>)</div> <div>(</div> </div>		<div> <div>"The effect of personality on perceptions of justice"</div> </div>	<div> <div>(Lilly and Virick, 2006)</div> </div>	
<div> <div>-</div> <div>-</div> </div>		<div> <div>"The impact of social power bases, procedural justice, job satisfaction and organizational commitment on employee's turnover intention"</div> </div>	<div> <div>(Jahangir et-al., 2006)</div> </div>	

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- - : Neuroticism Extraversion Openness .to experiences .Conscientiousness		"An Empirical study of employee job involvement and personality traits: The case of Taiwan".	(Liao and Lee, 2009)	
- - (Self – Report)		"The influence of leaders and other referents normative expectations on individual involvement in creative work"	(Carmeli and Schaubroeck, 2007)	
- -		"Taking a sickie: Job satisfaction and job involvement as interactive predictors of absenteeism in a public organization"	(Wegge, et al., 2007)	

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(Tatum and Eberlin, 2006, P.67)
(Hernandez and Flint, 2005, P.61)
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(Richardson , and Vandenberg , 2005 , P.561)

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