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	(172)		
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(2.982)			-1
(3.155)	(3.318)		
		(.2.473)	
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$$N = \frac{P(1-P)}{P(1-P) + \frac{(D)^2}{(NI)} + \frac{(D.M)^2}{(324)}}$$

(P) (N) :

(18) %50 (D.M) %5 (D)

(12) : (N1) 1.96 (324)

(176)

(Mowday, Steers, Porter, 1979) (4)

(Likert) (172)

(%97)

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%5

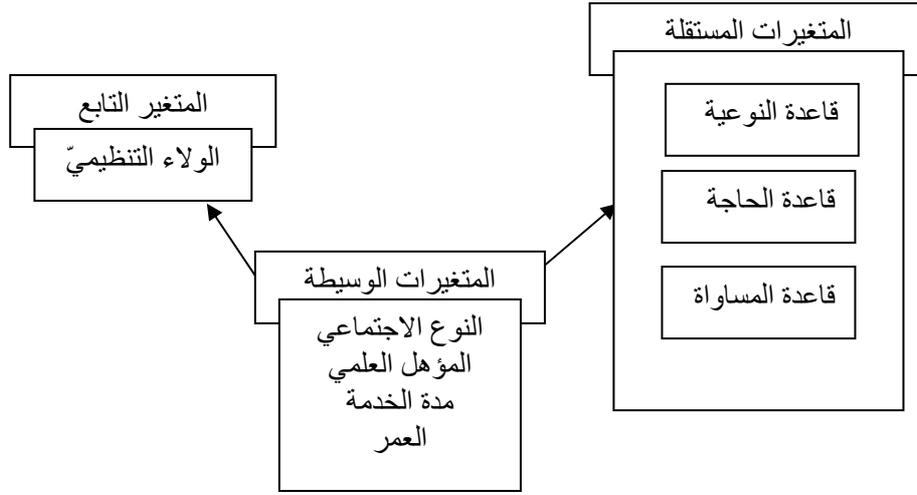
(K-S)

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(2)

Cronbach Alpha	Test-Retest			
0.82	0.89	18-1		1
0.86	0.84	6-1		
0.84	0.85	13-7		
0.83	0.82	18-14		
0.81	0.86	30-19		2
0.84	0.87	30-1		2,1

(Stepwise Multiple	(4	(test-	(22)	retest)
Regression Analysis)				
(Independent Samples T-	(5		(2)	(0.87) Person
Test)				
:	(6			(Cronbach Alpha)
Reliability	(7			(0.84)
.Cronbach's Alpha				
		(Descriptive Statistic		(1
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		(Kolmogorov-Smirov) (K-S)		(2
		(Multiple Regression		(3
		Analysis)		



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 () : (William, and Zainuba, M., 2002)
 (Rego and Cunha, 2006)
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 : and Cropanzano, 1998)
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) “Procedural and distributive justice effects moderated by organizational identification” (Cremer, 2005) (17)

(Niehoof and Moorman, 1998) (21
 “Justice as Mediator of The Relationship between
 Methods of Monitoring and Organizational Citizenship
 Behavior”

“An Empirical study of organizational Justice as a mediator of the relationships among Leader-Member Exchange and Job satisfaction, organizational commitment, and Turnover intentions in the lodging industry” (Lee, 2003) (18)

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The : Relationship Between Organizational Justice and Organizational Citizenship Behavior: Do Fairness Perceptions Influence Employee Citizenship) (Moorman, 1991) (22)

“Do Justice Perceptions Influence Styles of Handling Conflict with Supervisors? What justice perceptions, precisely?” (Rahim, 2000) (19)

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“Motivational Bases of affective Organizational Commitment: A partial test of an integrative theoretical model” (Eby, 1999) (20)

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%73.26	126			
%13.37	23			
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%16.28	28	15	- 10	
%55.81	96	20	- 15	
%11.05	19	25	- 20	
%9.30	16		25	
%32.56	56		40	
%51.16	88	55	- 40	
%16.28	28		55	

(4)

(*)					
	0.550	3.155		8 - 1	2
	0.529	3.318		13 - 9	1
	0.678	2.473		18 - 14	3
	0.586	2.982		18 - 1	

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	0.661	3.274		1	5
	0.761	3.377		2	3
	0.511	3.489		3	1
	0.448	3.333		4	4
	0.439	3.269		5	6
	0.399	2.541		6	7
	0.487	3.467		7	2
	0.693	2.488		8	8
	0.550	3.155			2

2.5) (3) (2.5) (3.5) (5) (1) * (3.5)

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*			محتوى الفقرة		
	0.489	3.511		9	2
	0.671	3.299		10	4
	0.488	3.562		11	1
	0.610	3.329		12	3
	0.389	2.889		13	5
	0.529	3.318			1

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*			محتوى الفقرة		
	0.761	2.480		14	3
	0.782	2.638		15	2
	0.416	1.898		16	5
	0.889	2.881		17	1
	0.543	2.468		18	4
	0.678	2.473			3

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*					
	0.389	3.455		19	6
	0.598	3.449		20	7
	0.553	3.544		21	2
	0.781	3.371		22	11
	0.656	3.436		23	8
	0.460	3.118		24	12
	0.397	3.481		25	4
	0.422	3.581		26	1
	0.372	3.422		27	9
	0.589	3.398		28	10
	0.647	3.519		29	3
	0.461	3.466		30	5
متوسط	0.527	3.437	المتوسط الكلي العام للمتغير		
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(9)

(R ²)	(R)		T	Beta	B	
0.228	0.477	*0.045	3.936	0.108	0.071	
0.182	0.427	*0.012	2.109	0.008	0.004	
0.168	0.410	*0.007	4.802	0.148	0.079	
0.320	0.566	*0.000	6.468		1.179	

(0.05 ≥ α)

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(0.05 ≥ α)

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(4.184) (F) " (1)
 (0.186)
 (0.05 ≥ α)

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(T)

	(T)				
* 0.000	48.692	0.38	2.426	172	170

(0.05 ≥ α) *

(13)
 (ANOVA)

	(F)					
0.601	25.886	4.323	8.646	2		(1)
		0.167	28.433	170		(0.05 ≥ α)
			37.079	172		" "
0.384	1.549	0.223	0.668	3		(2)
		0.144	24.284	169		(0.05 ≥ α)
			24.952	172		" "
0.000	*0.824	0.122	0.488	4		(3)
		0.148	24.947	168		(0.05 ≥ α)
			25.435	172		" "

(0.05 ≥ α) *

(14)

(T)

	(T)				
* 0.424	0.864	0.46	3.242	172	170

(0.05 ≥ α)

*

(0.05 ≥ α)

(2)

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(1.042) (F)
(0.021)
(0.05 ≥ α)

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(48.692) (T)
(0.000)
(0.05 ≥ α)

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(0.05 ≥ α)

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(2.612) (F)
(0.041)
(0.05 ≥ α)

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(0.601)
(0.05 ≥ α)

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			(0.05 ≥ α)	
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		(%95)		
			(0.824)	
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Niehoof and Moorman				
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The Impact of the Rules Distribution Justice on the Organizational Commitment from the Views of Managers Working in the Ministries of Jordan: A Field Study

Abdel Kareem Al-Sukar

ABSTRACT

This study aimed at analyzing the impact of distributive justice in Organizational Commitment, according to the views of managers working in the ministries of Jordan by using the descriptive analytical method in addition to collected information theory of library resources. Data through a questionnaire distributed to the study sample amounted to (172) represent the population of the study.

The study found out that a number of results including the following:

- 1 - The respondents' perceptions about distributive justice. The medium also showed that the mean (2.982) this was a quality level of the average (3.318). And then the base level of equality (3.155) and a need for a low level (2.473).
- 2 - The respondents' perceptions about job Organizational Commitment. The medium also showed that the mean was (2.887)
- 3 - There is a statistically significant relationship between positive distributive justice independent variable and Organizational Commitment as the dependent variable magnitude (56.6%) and interpreted by the independent variable (32%) of the variance in the dependent variable.

The study recommended conducting for behavioral studies of interest, ethical, and promoting the positive aspects and venerated with managers to improve the level of distributive justice, and enhance Organizational Commitment in the ministries of Jordan.

KEYWORDS: distributive justice. The rule of equality. Quality base. The base of the need. Organizational Commitment.