

Abstract

The purpose of this study, “ A comparative study of Knowledge and Understanding in labour rights, the perception of one organization that follows the labour law and the perception in organizational justice between labour union members and non labour union members : case study of branches located in metropolitan area of one commercial bank ” is to compare Knowledge and Understanding in labour rights, the perception that the organization follows the labour law and the perception in organizational justice between labour union members and non labour union members.

The group samples included 311 labour union members and 311 non labour union members in one synonymous commercial bank. The instruments were “ the Knowledge-Understanding in labour right test ”, “ the perception that the organization follows the labour law ” and “ the perception in organizational justice ” questionnaires. The statistics used to test hypothesis were t-test and Pearson’s Product Moment Correlation at a level of significance of .05.

The results were as follows:

1. Labour union members had the perception in organizational justice clearly lower than non labour union members.
2. Labour union members had Knowledge and Understanding in labour right higher than non labour union members.
3. Labour union members had the perception that the organization follows the labour law higher than non labour union members.
4. There were negative correlations between Knowledge and Understanding in labour right with Distributive and Procedural justice in Labour union members while, on the other hand, there was no correlation between Knowledge and Understanding in labour right with Organizational justice in non labour union members.
5. Knowledge and Understanding in labour right of labour union and non labour union members was no negatively correlated with the perception that the organization follows the labour law .

6. The perception that the organization follows the labour law of labour union members was no positively correlated with the perception in organizational justice but the perception that the organization follows the labour law of non labour union members was positively correlated with the perception in Interactional and Systemic organizational justice.