

Abstract

“Perception of Organizational Justice, Job Stress, Adversity Quotient and Burnout of personnel in State Autonomous University” is a survey research that studies the level of the perception of organizational justice, job stress, adversity quotient and burnout in state autonomous universities. It compares the level of burnout classified by personal factors and studies the correlations between the perception of organizational justice, job stress, adversity quotient and burnout, and tries to predict burnout from these factors.

The sample was 358 academic and supporting personnel from four state autonomous universities. The research instruments were 20 items of perception of organizational justice level test, 30 items of job stress questionnaire, 28 items of adversity quotient test and 20 items of burnout level test with the reliabilities of .957, .951, .941 and .924 respectively. The statistical methods used were frequency, percentage, mean, standard deviation, t-test, One-Way ANOVA, Pearson's product moment correlation and stepwise multiple regression analysis. The results of the study were as follows:

1. The adversity quotient was at a high level, perception of organizational justice and job stress at a moderate level, and burnout at a low level.
2. Personal factors: age, length of employment, educational background and marital status affected burnout, but the burnout was not affected by work type.
3. The total perception of organizational justice did not correlate with job stress, but for distributive justice and systemic justice, it negatively correlated significantly with job stress at .01 and .05 respectively, with the correlation coefficients of -.112 and -.079 respectively.
4. The total adversity quotient and each aspect did not correlate with job stress.

5. The total perception of organizational justice and every aspect: distributive justice, procedural justice, interactional justice and systemic justice negatively correlated significantly with burnout at .01. The correlation coefficients were -.213, -.177, -.184, -.191 and -.206 respectively.

6. The total job stress did not correlate with burnout, but in the factor intrinsic to the job, it positively correlated significantly with burnout at .05, and the correlation coefficient was .082.

7. The total adversity quotient and every aspect: the control, origin and ownership, reach and endurance negatively correlated significantly with burnout at .01 and the correlation coefficients were -.497, -.451, -.434, -.435 and -.462 respectively.

8. The variables that predicted burnout were the adversity quotient in endurance, control and reach, the perception of organizational justice in systemic justice and the stress in factors intrinsic to the job, with a total predictability of 27.80%.

The results of the study could be elementary information to study about the perception of organizational justice, job stress, adversity quotient and burnout of personnel and could be applied to the human resource planning which will increase the perception of organizational justice and adversity quotient and make it endurable forever as well as deduct the job stress and burnout. These will make the staffs working happily which will affect work efficiency and effectiveness, including academic service to people and society at a higher level.