

Abstract

The research of “The Relationship Between the Perception of Organizational Justice, Psychological Contract Violation and Stress : A Case Study of an Organization” was a correlational research. The purposes of this research were to determine the correlations between all dimensions of the Perception of Organizational Justice, Psychological Contract Violation and Stress.

The sample included 322 operation employees in an organization which in the business sector of automobile parts production. The information of research was collected by using questionnaire divided in four parts: personal factors, the perception of organizational justice, psychological contract violation and stress.

Data were analyzed by using Statistical Package For the Social Science (SPSS). Program for descriptive statistics: frequency, percentage, mean, standard deviation; and for testing hypotheses: Pearson Product Moment Correlation Coefficient, t-test, One way ANOVA, Kruskal – Wallis test and Stepwise Multiple Regression Analysis.

The results were as follows:

1. There were significant negative correlations between all dimensions of the perception of organizational justice and stress.
2. There was significant positive correlation between psychological contract violation and stress.
3. There were significant negative correlations between all dimensions of the perception of organizational justice and psychological contract violation.
4. There were no significant difference in Personal factors, gender, age, marriage status, tenure and job type on stress level whilst there was significant difference in education on stress level.

From Stepwise Multiple Regression Analysis revealed that two components of the perception of organizational justice (distributive and interactional justice) were capable of predicting stress as 25.2 percent

The research results showed that if the organizational executives realized and encourage all dimensions of the perception of organizational justice, the employees' perception of psychological contract violation would be decreased and their stress level would be decreased. Finally, the employees could have good mental and physical health for working.