

**INTERACTIVE EFFECTS OF BIG FIVE
PERSONALITY TRAITS AND ORGANIZATIONAL
JUSTICE ON PERSONAL OUTCOMES**



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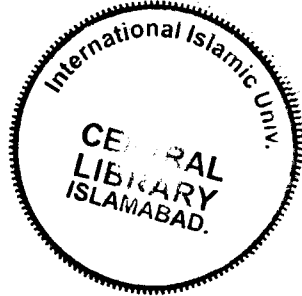
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Moral and ethical aspects
Personnel management - moral and ethical
Justice
organizational Justice
working conditions
Distributive Justice

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JUSTICE ON PERSONAL OUTCOMES**

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A thesis submitted in partial fulfillment of the requirements for the Degree of Master of
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Islamabad

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**IN THE NAME OF
ALLAH, THE MOST MERCIFUL AND BENEFICIENT**

Dedication

"I dedicate this thesis to my praiseworthy parents for their love, support and guidance for every step in my life because what I am today is only because of them"

(Acceptance by the Viva Voice Committee)

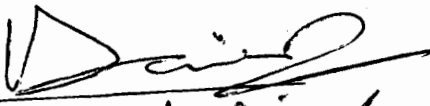
Title of Thesis: "Interactive Effects of Big five personality and Organizational Justice on personal outcomes."

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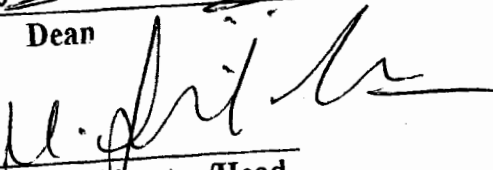
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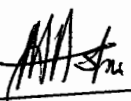
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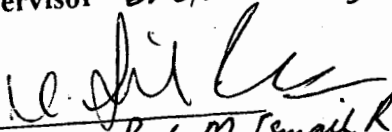
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ABSTRACT

The purpose of this study is to firstly examine the direct effects of perceived organizational justice on important employee attitudes and behaviors in the Pakistani context. Secondly, this study attempts to fill an important gap in the justice literature by using the big-five personality traits as a moderator in the justice-outcome relationship.

Specifically, this study examines the interactional effects of the big five personality traits (Extraversion, Neuroticism, Agreeableness, conscientiousness and Openness to experience) and three justice types (Distributive, procedural and interactional justice) on four important employee outcomes (Job Satisfaction, Job Stress, Affective Commitment and Turnover Intentions). High Extraversion, Conscientiousness, Agreeableness and Openness to experience and Low Neuroticism were hypothesized to be strongly moderating the effects of justice on outcomes.

Data was collected from 250 employees by administering self-reported questionnaires in various organizations of Pakistan. The findings of the study support for the direct effects of all the three justice types on outcomes. Moreover, the results of the moderation regression analysis reveal support for many hypotheses suggesting that big-five interacted with the three justice types to predict a number of outcomes. In the end, I have discussed the recommendations and practical implications for researchers and managers.

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DECLARATION

I hereby declare that this thesis, neither as a whole nor as a part thereof, has been copied out from any source. It is further declared that I have prepared this thesis entirely on the basis of my personal effort made under the sincere guidance of my supervisor. No portion of the work, presented in this thesis, has been submitted in support of any application for any degree or qualification of this or any other university or institute of learning.



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