

Adequacy of benefits, distributive justice and individual attitudes and behaviors: A case of public community colleges staff

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Abstract:

This study was conducted to examine the indirect effect of distributive justice in the relationship between adequacy of benefits and individual attitudes and behaviors (*i.e.*, job satisfaction and organizational commitment) using 190 usable questionnaires gathered from employees in Malaysian public community colleges (MPCOLLEGE sector). The outcomes of stepwise regression analysis showed that the inclusion of distributive justice in the analysis had increased the effect of adequacy of benefits on job satisfaction and organizational commitment. Furthermore, this finding confirms that distributive justice does act as a full mediating variable in the benefits program model of the organizational sector sample. In addition, implications and limitations of this study, as well as directions for future research are discussed.

Keywords: adequacy of benefits, distributive justice, job satisfaction, organizational commitment