

The effect of organizational justice towards interpersonal helping behavior in organization: Perceived ethnic discrimination as moderator

Abstract

Organization is formed by a group of people with difference gender, ethnicity and age in which doing their own duties to achieve the same goal. Diversity of individuals within the organization generates variations of manner and behavior. Especially in Sabah, diversity and uniqueness of ethnic produced various of cultures, customs and behaviors. However, organization justice helps to determine behavior to cooperate in achieving organizational goals. Organization justice is also able to create a good perception of the organization and avoid discrimination against workers. Therefore, a study was conducted to evaluate the effect of organizational justice towards interpersonal helping behavior of employees. This study also examines the role of perceived ethnic discrimination as a moderator in the relationship between organizational justice and interpersonal helping behavior. A total of 453 employees in Kota Kinabalu were involved in this study. This study was conducted by using three questionnaires namely 1)Organizational Justice Survey (OJS), 2)Perceived Discrimination and 3)Organizational Citizenship Behavior Questionnaire (OCBs). Results showed organizational justice and perceived ethnic discrimination have a significant effect towards Interpersonal helping behavior. Perceived ethnic discrimination played a role as a moderator in the relationship between organizational justice and interpersonal helping behavior. Theoretical and practical implications of the results are discussed.