



WCES 2013

Principals' And Teachers' Perceptions of Organizational Justice In Schools

Hasan Basri MEMDUHOĞLU* , Ali İhsan YILDIZ**

Abstract

Problem Statement One of the most important expectations of man in the social life is presence of a fair structure. The establishment of a management approach based on justice in organizations, has a determining effect on the provision employee satisfaction and achievement of the goals of the organization. Fair distribution of resources among the employees of the organization, referring to the views of employees in the processes of making decisions and at relations employee being treated fairly are indicator of organizational justice. In this context, generally organizational justice in literature is classified as, distributive justice, the process justice and interactional justice. **Purpose of Study** The purpose of this study is to investigate school administrators' and teachers' perceptions about organizational justice according to various variables. **Methods.** The present study is a survey model study. Universe of study is elementary school teachers and managers in Van province and district centers. The sample group consists of 550 participants working in the schools of province and district centers. The participants are consisted of 75 school principals, 125 vice principals and 350 teachers. The sample was determined by stratified sampling method. The data were collected by "Organizational Justice Scale" which was developed by the researchers. The collected data analyzed by descriptive statistics (percentage, frequency, arithmetic mean) and parametric tests (t-test and ANOVA). **Findings and Results.** According to the research managers evaluates the managerial decisions and practices in the schools as having high level justice and teachers evaluates as having medium level justice.

* Asist. Prof. Dr. Yüzüncü Yıl University, Department of Educational Science of Faculty of Education

** Teacher, Master Student at Enstitute of Educational Science of Yüzüncü Yıl University