

Abstract

Survey of relationship between corruption perception and sense of organizational Justice among nurses and employees of Ardabil educational centers in 2017

Background and Aim: Corruption as a phenomenon of economic, political, and cultural misunderstandings is one of the most important and most critical social problems that results in unfair distribution of resources as well as undermining justice and, consequently, the disappearance of justice among citizens. The purpose of this study was to examine the perception of corruption and organizational justice in Between nurses and staff.

Method: In this descriptive cross-sectional study, 426 hospital personnel including nurses and staff in educational hospitals affiliated to Ardabil University of Medical Sciences, were selected randomly and randomly. Data were collected using the organizational justice questionnaire of Niehoff and Moorman and a researcher-made questionnaire on perceived corruption. Data was analyzed by Spss-23 software and correlation, T-test, Kruskal-Wallis and Anova tests and Bonferrini's post hoc test.

The findings of the research showed that the perception of corruption among middle and nursing staff was lower than the average for organizational justice and There was a negative correlation between the perception of corruption with organizational justice, and the distribution of procedural and interactive justice components. ($P < 0.05$). In examining the relationship between demographic characteristics and corruption perception, The components of type of employment, place of service and education were significant with the perception of corruption in nurses and staff ($P < 0.05$). Also, in examining the relationship between demographic characteristics and organizational justice, the relationship between the type of recruitment and place of service and the sense of organizational justice in nurses and staff was significant ($P < 0.05$).

Conclusion: Given the relatively high perceptions of corruption in educational and medical centers, hospital managers need to take necessary and practical measures to reduce perceptions of corruption and increase organizational justice in their respective organizations.

Key words: perception of corruption, organizational justice, nurses, staff