CHAPTER - 6
6. DISCUSSION

The results fulfill most of the propositions set in chapter 2. The theoretical background taken for the study justifies the results. The results assert that in the undertakings governed by Government ‘Perception of Justice’ do not play significant role as the employee’s feel that they do not have much control over the working and decisions related to them are mostly in consistency with the policy guidelines.

When the matter of dropping of organizational justice from antecedent of employee engagement was evaluated in the light of interviews taken from employees following are the findings

1) As per the employees of public sector units there promotion is based on three positive career reports or appraisal as provided by their seniors in between there is no process to ensure promotion

2) There is no effective procedure to reward fruitful ideas in public sector.

3) The appraisal/Career report is sent once in a year which is a long period to evaluate / reward /punish an employee as the reward / punishment of once conduct gets delayed by a year.

When the above findings were analyzed it was found that as organizational justice deals with predicting and controlling the outcome of their actions as we have seen from the findings of the interview that the reporting and reward/punishment gets delayed significantly leading to irrelevance of organizational justice as antecedent of employee engagement.