Abstract

Justice is one of the vital elements of any kind of social association. By considering this importance, continuous voluntary presence of the individual in groups, depends on their understanding of fairness observation and justice dimensions. For this purpose, if the members of one group or social system have more fairness understanding of that behavior of the system, so they have greater commitments and attachment (affection) for its association and its development.

Since Organizational Justice and its consequences, such as Job Satisfaction, Job Involvement and Organizational Commitment are necessary and essential in Educational-Sports Institutions, and on the other hand, Department of Physical Education have a major place and role among the people in sports and development of sport relative science, which create more responsibility. In such a situation the atmosphere and work context should be provided in such a way that their staff and principals advocate willingly all their experiences, abilities and capacities with more association in order to promote the organizational goals. This will not be possible unless the scope of researches recognizes rightly the related elements and rules of Organizational Justice and Organizational Citizenship Behaviour, and forms the essential contexts, in order to implement voluntary and extra-role behaviour. So that, by increasing the participation of staff members in making decisions and effective elements to make these decisions, and also by giving related information to these made decisions and interpretation of policies and procedures of facilities and the distribution of sources in order to enhance the awareness and understanding, are these organizations’ staff find out their aims fulfillment is pawn of their organizations’ achievement of aims. Employees’ perception of justice in compensation programs, Organizational Procedures and Interpersonal Behaviours can have a key role in developing and encouraging Organizational Citizenship Behaviour. In order to study, Comparison of relationship between Organizational Justice perception and Organizational Citizenship Behaviour in Iran and India with the respect of Physical Education, the research methodology has been a survey which has used a reliable and standard questionnaire with high validity and reliability for data collection. In this research the statistical population contain all Colleges and employees of Departments of Physical Education in Iran and Maharashtra State of India, that with consideration to size and accessibility of sampling method, to determine sample size in the module
of Iran, 201 people (N=201), and in module of Maharashtra in India, 107 people (N=107), were selected as sample size. The research finding indicated that between Organizational Justice and Organizational Citizenship Behaviour a mutual relationship was confirmed, it means, there exists a positive and meaningful significant relationship between employees and organization in which they are working, and among three Dimensions of Organizational Justice with Organizational Citizenship Behaviour, and also five Dimensions of Organizational Citizenship Behaviour with Organizational Justice a positive and meaningful significant relationship was obtained. The result showed that among the Staff, Members of Faculty and Management in module of Iran and Maharashtra of India, there was statistically no significant difference in Mean Rank of the Organizational Justice and Interactional Justice, but in Mean Rank of the Distributive Justice among the Staff, Members of Faculty and Management in module of Iran and in Mean Rank of the Procedural Justice among the Staff, Members of Faculty and Management in module of Maharashtra of India, there was statistically a significant difference among the three scopes, and also there was statistically no significant difference in Mean Rank of Organizational Citizenship Behaviour among the Staff, Members of Faculty and Management in module of Iran and Maharashtra of India, but it is observed that in Mean Rank of the Conscientiousness, Sportmanship, Altruism and Courtesy in module of Iran and in Mean Rank of the Conscientiousness and Civic Virtue in module of Maharashtra of India, there was statistically a significant difference among the three scopes of this study.