List of Tables

Table 3.1  Summary of the Respondents “Demographic Profile” ..........................48
Table 3.2  Summary and Internal Consistency of Research Instruments Used .............52
Table 4.1  Skewness and Kurtosis Analysis of All variables .................................67
Table 4.2  Correlation Table for Demogroph, Pred. and Crit. variables ......................68
Table 4.3  Reliability of All Variables .....................................................................72
Table 4.4  Item Analysis of Each Construct ............................................................77
Table 4.5  Factor Loadings of Pred. And Crit. variables ............................................76
Table 4.6  Standard Criteria Followed for Goodness of Measure ............................80
Table 4.7  Model Fit Indices of Measurement Model of Model 1 .............................81
Table 4.8  Model fit indices of Path Moel of Model 1 ..............................................81
Table 4.9  Item Analysis of Each Construct ............................................................84
Table 4.10 Rotated Component Matrixa of all Construct .........................................85
Table 4.11 Model fit indices of Measurement Model of Model 2 .............................88
Table 4.12 Model Fit Indices of Path Model of model 2 ..........................................88
Table 5.1  Descriptives and Inter-correlations among Variables for Hypothesis 1 ....90
Table 5.2  Effect size (Cohen’s d) among Variables for Hypothesis 1 .......................90
Table 5.3  Hierarchical multiple regression results for job satisfaction, control variables and perceived organizational justice (distributive and procedural) .....................92
Table 5.4  Path analysis results showing Regression Weights: Forms of justice and control with job satisfaction obtained in AMOS ................................................96
Table 5.5  Path analysis results showing Regression Weights: Forms of Justice with all forms of Commitment obtained in AMOS .....................................................97
Table 5.6 Path analysis results showing Regression Weights: Forms of justice with Continuance commitment obtained in AMOS……………………………………..98

Table 5.7 Path analysis results showing Regression Weights: Forms of justice with normative commitment obtained in AMOS……………………………………..99

Table 5.8 Path analysis results showing Regression Weights: Forms of justice with affective commitment obtained in AMOS……………………………………..100

Table 5.9 coefficients showing significant moderators effect on relationship of informational justice and criterions……………………………………………………….101

Table 5.10 coefficients showing significant moderators effect on relationship of interpersonal justice and criterions……………………………………………………….105

Table 5.11 Coefficients showing significant moderators effect on relationship of procedural justice and criterions……………………………………………………….107

Table 7.1 Estimates of Total Effect, Direct Effect & Indirect Effect…………………………134

Table 7.2 Two Tailed Significance (BC) of Total Effect, Direct Effect & Indirect Effect…………………………………………………………………………………………135
List of Figures

Figure 1.1  Schematic Diagram of the Proposed Model of the Study ..........................5
Figure 2.1  Moderating Effect of Distributive Justice on the Relation between Interpersonal Justice and Job satisfaction ......................................................... 23
Figure 2.2  Moderating Effect of Procedural Justice on the Relation between Informational Justice and Job satisfaction ................................................................. 24
Figure 3.1  Summary of Research design ..................................................................44
Figure 3.2  Hierarchy Formed in the Study for Post of Employees ............................47
Figure 4.1.1  Boxplot or Wisker’s Plot for Outliers in IV’s and DV’s.........................64
Figure 4.1.2  Boxplot or Wisker’s Plot for Outliers in Moderator Variables ..............65
Figure 4.1.3  Boxplot or Wisker’s Plot for Outliers in Demographic Variables .........65
Figure 4.2  Homoscedastisity in Dependent variables .............................................70
Figure 4.3  Scatter plot for each DV’s ....................................................................71
Figure 4.4  Components of SEM ...........................................................................73
Figure 4.5  CFA on Measurement Model of model 1 ..............................................82
Figure 4.6  CFA on Measurement Model of model 2 ..............................................89
Figure 5.1  The Path Analysis of the Conceptual Model ........................................95
Figure 5.2  The Path Analysis of the Composite Model to Show the Moderation Analysis in AMOS .................................................................102
Figure 5.3  Forgiveness_others (FOc) Moderating Informational Justice and Job satisfaction .................................................................103
Figure 5.4  Negative Affectivity (NA) moderating Informational justice and Job satisfaction .................................................................103
Figure 5.5  Lack of control (Loc) moderating Informational justice and Job satisfaction .................................................................
Figure 5.6  Sense of Control (Soc) Moderating Informational Justice and Affective Commitment

Figure 5.7  Negative Affectivity (NA) moderating Informational justice and Continuance Commitment

Figure 5.8  Forgiveness for self moderating Informational justice and continuance commitment

Figure 5.9  Forgiveness of situation moderating Informational justice and continuance commitment

Figure 5.10  Forgiveness for self moderating Interpersonal justice and job satisfaction

Figure 5.11  Lack of control moderating Interpersonal justice and job satisfaction

Figure 5.12  Negative affectivity moderating interpersonal justice and affective commitment relationship

Figure 5.13  Forgiveness of situation moderating procedural justice and job satisfaction

Figure 5.14  Negative affectivity moderating procedural justice and job satisfaction

Figure 5.15  sense of control moderating procedural justice and affective commitment

Figure 5.16  Lack_control moderating procedural justice and continuance commitment

Figure 5.17  Negative affectivity moderating procedural justice and continuance commitment

Figure 5.18  Forgiveness_self moderating procedural justice and continuance commitment
Figure 5.19  Forgiveness_others moderating procedural justice and continuance commitment

Figure 5.20  Positive affectivity moderating procedural justice and normative commitment

Figure 5.21  Forgiveness_situation moderating procedural justice and normative commitment

Figure 7.3  Paths showing direct and indirect effects

Figure 7.2  The path analysis of the conceptual model with un-standardized regression estimates

Figure 7.3  The path labeling of the path model