PREFACE

In order to achieve the objectives i.e. to see the main effect of various forms of justice on job satisfaction and organizational commitment as well as to see the interaction effects of justice forms with all personal attributes on criterion, the thesis is organized into six chapters, beginning with the introductory chapter and ending with a chapter outlining the discussion of the results and conclusions. This section provides an overview of each of the chapters that helps the reader to understand the chapters’ content.

Chapter I: Introduction

This chapter includes the introduction of the research background, research problem, research questions and major research objectives. This chapter also discusses the significance of the research and presents the proposed model of the study. Importance of the software sector that is chosen as the sample of the present study is highlighted.

Chapter I: Literature Review and Statement of the Problem

This chapter presents definitions of the variables undertaken in present study and also discusses their theoretical background. This chapter also includes the literature review on the predictor variable, organizational justice (procedural, interactional and distributive justice) and its relationship with job satisfaction and organizational commitment. In addition, the moderating effect of forgiveness, affectivity and sense of control on the relationship between justice variables and attitudinal reactions variables has also been discussed followed by the objectives and hypothesis formulated for the current study.

Chapter III: Methodology
This chapter discusses the methodology adopted in this study. Based on reviewed literature, composite administrable self report questionnaires comprising relevant demographic details along with the standardized questionnaire of conceptualized variables were compiled for conducting the study. This survey was then pre-tested and piloted before being distributed to the final participants (software employees in the Indian IT and ITES sector). This chapter also discusses the research design, sample size and procedures followed for conducting the study and tools used to measure the construct chosen. It is also explained in detail how the data have been analyzed. Ethical considerations have also been discussed.

Chapter IV: Preliminary Analysis and Goodness of Measures

This chapter discusses the preliminary analysis including data screening and cleaning (detecting the accuracy of data entry and missing data, outliers and assumptions for further multivariate analysis- normality, homoscedasticity multicollinearity and linearity) were carried out followed by descriptive statistics. Further, this chapter covers testing on goodness of measures (factor analysis- EFA, CFA and reliability analysis) a precursor step for conducting SEM i.e. done in subsequent chapter of main analysis.

Chapter V: Main Analysis and Results

This chapter presents the results of the main analysis and hypotheses testing. After checking that the data did not violate the required assumptions, multiple regression analysis in SPSS (20) and SEM in AMOS (20) was conducted to test the main and of organizational justice and its distinct forms on job satisfaction and organizational commitment. This chapter also analyses effect of moderators (interactional effect) on relationship between the predictor and criterion variables.

Chapter VI: Discussion
This chapter discusses the major findings of the study related to the research questions addressed in the study. The discussion begins with the main effects followed by additive and interactive effects hypotheses.

Chapter VII: Conclusions

This chapter includes the findings of the study. It then presents the implications of the study in terms of theoretical and practical contexts. Finally, it concludes the thesis by highlighting its limitations and also recommending possible future research in this field.