

ABSTRACT

This study investigates the relationship between perceived organizational justice, intra-group conflict, and organizational commitment among private sector managers. Survey data from 180 private sector managers across different sectors was collected. Organizational justice (Niehoff and Moorman, 1993), intragroup conflict (Jehn K. A. 1995) and organizational commitment (Allen & Meyer, 1990) scales were used to measure the perception of organizational justice, intragroup conflict and organizational commitment respectively. Results indicated a significant negative correlation between organizational justice and intragroup conflict ($p = -.329^{**}$), there was significant correlation between organizational justice and organizational commitment ($p = .437^{**}$) and there was weak negative correlation between intragroup conflict and organizational commitment ($p = -.089$). Furthermore organizational justice is a significant positive predictor of organizational commitment ($B = 57.85$, $P = .000$, $R^2 = .191$, $F(1,178) 41.98$) and organizational justice is significant negative predictor of intragroup conflict ($B = 32.52$, $P = .000$, $R^2 = .108$, $F(1,178) 21.54$).

Keywords: Organizational justice, intragroup conflict, organizational commitment