

Abstract

This research examines the relationship among organizational justice, work motivation and organizational commitment of law enforcement officials. For this purpose a sample of 205 employees was made part of the research. The sample was based on employees of federal law enforcement department from different cities of Pakistan. The sampled participants responded to three valid and reliable instruments: scale of organizational justice by Niehoff and Moorman (1993), work preference inventory by Teresa M. Amabile (1985) and employee commitment scale-revised version (2004) by Allen and Meyer. Results showed that organizational justice has significant and positive relationship with work motivation and organizational commitment of law enforcement officials. Organizational justices as well as work motivation are significant and positive predictor of organizational commitment of law enforcement officials. Findings also revealed significant mediating role of work motivation between organizational justice and organizational commitment. The study concluded that organizational justice, work motivation and organizational commitment play very important role in determining organizational behaviour in law enforcement officials.

Keywords: Organizational Justice, Work Motivation, organizational commitment, Law enforcement Officials