

ABSTRACT

This research was undertaken with the aim to explore the relationship among the perceived organizational justice, workplace incivility and organizational citizenship behavior. To explore that relationship among the undertaken variables a sample size of 201 collected via online questionnaire and after collecting data relevant analysis were carried out upon the data, such as correlation analysis was conducted and results indicated that there was significant positive correlation between perceived organizational justice and organizational citizenship behavior ($r = .001$, $p < 0.001$), whereas organizational justice is negatively correlated with Workplace Incivility ($r = -.013$, $p < 0.05$). Then Multiple Linear regression analysis was carried out to identify the prediction of organizational Citizenship Behavior through organizational justice and workplace incivility. Results highlighted that organizational justice is the significant predictor of the organizational citizenship behavior ($B = .130$, $P = .034$, $R^2 = .001$, $F(2,198) .065$). Workplace Incivility is not the significant predictor of the organizational citizenship behavior ($B = .021$, $P = .719$, $R^2 = .001$, $F(2,198) .065$) and independent sample t-test results highlighted that there was no gender differences exists.

Key Words: Organizational Justice, Workplace Incivility, Organizational Citizenship Behavior