

The Impact of Organizational Justice on Job Loyalty and Behavioral Corruption in Jordanian Business Organizations: An Applied Study

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Abstract

The study examined the impact of regulation justice on the job loyalty and discrimination of the Organization and the impact of regulatory justice on behavioral corruption in the organizations. It was applied on two companies, the Yarmouk Water Company and the Al-Kharba Samra for producing electricity in Jordan. The sample of the study conducted on (171) workers representing employers and employees from both companies mentioned. The aim of the study was to know how much the Jordanian companies do apply the organizational justice to achieve the organizational loyalty on the employees. So that, will affect positively or negatively on the employees. The hypotheses were formulated as following: 1. There is no statistically significant effect at the moral level ($05.0 \geq \alpha$) of organizational justice on organizational loyalty for the employees of the organization. 2. There is no statistically significant effect at the moral level ($05.0 \geq \alpha$) of organization justice on behavioral corruption of the employees of the organization. 3. There are no statistically significant differences in the degree of applying the organizational justice of the employee's due to the variables of gender, experience and the qualification. The study was showing the following results: 1-There is a statistically significant impact at the moral level ($05.0 \geq \alpha$) of organizational justice on organizational loyalty of the employees. However, the leaders do not consult subordinates when making decisions, and employees' salaries may not be compared with the efforts exerted. For this reason, an employee will not be able to refuse any job offer. In addition, the high management is not a ware about complaints of the employees. 2- There is a statistically significant impact at the moral level ($05.0 \geq \alpha$) of organizational justice on behavioral corruption for the employees who are working in that organization. 3- There are no statistically significant differences in the degree of applying organizational justice on the employee's due to gender, experience and qualification variables. Accordingly, the following points should be taken into consideration as the study recommended. The interest in workers queries and needs can be implemented through letting them to participate in making decisions, take responsibility on their work, salaries increment, moral and physical incentives, making equivalence among their duties to work, and their rights and distributing the responsibility. These factors will lead to achieve their lifestyle and stability of the work. So that, they will not be forced to find any new job offers.

Key Words: Organizational Justice, Job Loyalty, Behavioral Corruption, Business Organization and Jordan.

Introduction

The organizational justice has a great effect on job loyalty and administrative corruption in the work frames. The factors of participating in making decisions, take responsibility on their work, salaries

increment, moral and physical incentives, making equivalence among their duties to work, and their rights and distributing the responsibility will lead for achieving organizational justice and job loyalty.

Organizational justice is considered as a vital pillar among work frames. Here, this topic has been conducted to discuss many questions, notions, and concepts regarding organizational justice and its impact on the effectiveness of the operations in any work, the most factors and the majority behaviors and performances can be implemented by the employees such as counterfeiting, bribery, negligence, abuse of power and manipulation. It has a significant impact on job loyalty and the confidence of employees in the performance evaluation method, and has a direct effect on the performance and motivation of the employees.

Organizational justice plays a significant role in improving the performance of employees, increasing their faithfulness toward to the Organization, its objectives, property and capital, job satisfaction, and increasing its productivity through the performance and implementation of employees. This research has been characterized by the fact that Organization justice which has been linked with administrative corruption of workers, as well as the attempt to create an organizational culture of justice where all the people are feeling satisfied. Organizational justice and its relationship to behavioral corruption is one of the modern administrative issues that have begun to permeate the management literature extensively.

The importance of examining organizational justice stems from the fact that it seeks to approach the objectives of the organization and the workers' objectives by knowing and achieving the expectations of all the parties to the organization. It is the successful management that hears the opinions of the workers about their needs and their satisfaction with the work of the organization and the extent to which they have achieved their goals and expectations. The fairness of the organization achieves the positive atmosphere in which the employees work with all satisfaction, which puts them fully responsible for their actions and mistakes, and that the management approach to the goals is the result of the fairness of the organization and the positive atmosphere of the organization.

Objectives of the study

The aim of this study is to identify the impact of organizational justice on the job loyalty and behavioral corruption of Jordanian business organizations by applying it on group of workers representing Yarmouk water company and AL Kharba AL Samra for producing electricity.

Problem of the study

The achievement of organizational justice in business organizations is considered basic pillar in which the work frame will be able to accomplish its objectives through effective performance of the employees. Accordingly, problem of study is to try to identify the relationship between extent in which the organizational is adopted and performed by the employees and work frames.

The problem of the study is represented on the following questions:

- 1- What is the degree of extent in which the organizational justice is being implemented and performed by the employees in both companies?
- 2- Are there statistically significant differences at the level ($\alpha = 0.05$) in the degree of performing organizational justice by the workers due to gender, qualification, and experience variables?
 - 1- Is there any significant extent between organizational justice and behavioral corruption in the organization?

Research Hypotheses

- There is no statistically significant effect at level ($05.0 \geq \alpha$) for organizational justice on organizational loyalty to the employees of the organization.
- There is no statistically significant effect at the moral level ($05.0 \geq \alpha$) of organizational justice on behavioral corruption of the employees of the organization.
- There are no statistically significant differences in the degree of implementing organizational justice of employees due to variables of gender, experience and qualifications.

Research Variables

Independent variable: organizational justice

Dependent variable: job loyalty, behavioral corruption

Study Terms

This study is based on the following significant terms:

Administrative Corruption

Using power to achieve special purposes and benefits. Also, achieving the personal objectives by utilizing public authority

Behavioral Corruption

Defective actions or behavioral implemented by employees that contravene laws and regulations in which the result will be bad reputation for its owners.

Job Satisfaction

A feeling leads the employee to be satisfied to his position by achieving his needs and objectives.

Organizational Loyalty

It is a feeling in which the employee belongs directly with the objectives of the organization (Abu Nada, 2007,11).

Organizational Justice

"The method in which the individual governs the justice of the way the director deals with him at both levels: a relative concept determined in the light of the staff member's perception of the integrity and objectivity of the outputs and procedures within the organization " (Abunda, 2007, 11), or the fair and ethical treatment of individuals within the organization.

Sample and Population of the study

The study was conducted on the employees of Yarmouk water company allocated in north of Jordan and who worked in AL Kharba AL Samra company for producing electricity. Sample of study was consisted of (171) workers splitting on (85) workers from Yarmouk and (86) workers from AL Kharba representing (10%) of the total workers from both companies.

Limitation of the study

This study was performed only on employees of the Yarmouk Water Company Branch of Irbid City and Al Kharba Al Samra Company for producing electricity in 2017.

Methodology

The statistical analytical descriptive approach was used to achieve the objectives of the study and validate its hypotheses, based on two complementary types of scientific research studies, particularly theoretical study and field study. The theoretical study was adopted to collect theoretical scientific material through books, researches, magazines and literature studies that deal with the subject of organizational justice and its impact on job loyalty, behavioral corruption, and the field study representing the workers of mentioned companies.

Data Analysis Methods

The data was analyzed according to some statistical methods appropriate with the study including SPSS, in which the method of regression method and multi-meter were used to measure the impact of a number of independent variables represented by organizational justice on the job loyalty and behavioral corruption. In addition to, Pearson link method was used to measure the strength and direction of the relationship between each variable of the independent variables, with each variable of the dependent variables. Kai Square method was performed to determine the statistically significant relationship between different variables of study, as well as other methods, that are appropriate with the study such as calculating relative weights and frequencies.

Literature Review

Asmaa Al-Khalidi and Kayed Salama (2014) – organizational Justice among Secondary School Principals in Mafraq Governorate and its Relation to the Organizational Loyalty of Teachers in those Schools.

This study aimed to identify the regulation justice of secondary school principals in the Mafraq Governorate and its relationship with the organizational loyalty of teachers in those schools. The sample study was selected in a random stratified manner with a total 648 teachers and teacher of secondary school teachers and teachers in the directorates of Education of the Department of Mafraq Governorate. In order to achieve the objectives of the study, the relational descriptive approach was used and two tools were developed: the identification of the application of regulation justice by managers and the formation of 29 paragraphs in three areas, previously: the area of distributive justice, the area of fairness of the proceedings, the area of the justice of the transaction, the identification of organizational loyalty and the formation of 25 paragraphs measuring the overall degree of organizational loyalty of teachers. The instruments of study have been validated and sustained, and the results of the study show that the degree of application of the organizational justice of secondary school principals in the Mafraq Governorate, from the point of view of the teachers, was high: "Distributive justice "Ranked first", while the area of "fairness of Procedure" was the last, and there were significant statistical differences due to the impact of gender in all areas. Differences in favor of females, lack of statistically significant differences due to the impact of Scientific qualification and the Director in all areas, and the degree of organizational loyalty of secondary school teachers in the province of Mafraq, from their point of view, it came high, and there were statistically significant differences attributable to the impact of gender, differences in favor of females, and lack of statistically significant differences due to the impact of scientific qualification and the Directorate, and a statically positive correlation between the organizational justice of secondary school principals in the Department of Retail and the organizational loyalty of their teachers.

Ashraf Majid, Hjjana Qaysar Ali, Al Waked, Lina Hashim (2014), The level of organizational justice and its impact on the performance of employees in the Jordan City and Rural Development Bank from the point of view of its employees.

This study aimed to determine the level of organizational justice and its impact on the performance of individuals working in the city and Village Development Bank. The results of this study showed that the level of organizational equity in the Crimea is low, with interactive justice ranked first at a moderate level. Distributive justice and procedural fairness are ranked second and third in order at a low level.

The study also showed that the performance of the employees at the bank was at an average level, with the size, speed and accuracy of their quality of performance at an average level, as shown the study has a statistically significant impact of regulation justice in its distributional, procedural and reactive dimensions on the performance of the workers as a whole in the bank in all its branches and offices in the kingdom, and statistically significant differences between the arithmetic rates of the study sample personnel changes to the performance as a whole each of Its areas and the region, except distributive justice, is due to a change in job title and to the benefit of the estimates of workers with the so-called of employment.

Asafar, Ahmed 2001. Ethical Limitations and the administrative corruption in public institutions.

The study has been conducted to prove that the factors explained by the researchers represent as accompanied with the main problem and it doesn't represent as result of the problem. The idea of corruption explained by many researchers considered as one of the most phenomenon belongs to the social disintegration in the Arab world. It weakens the norms governing social interaction and the social values of behavior and has vigorously spread the values of individual differentiation and the values of material interest so that the manifestations of social and administrative corruption in general and are widespread. The marked increase in the problems of crime, delinquency, drugs, prostitution and administrative corruption is a multiple manifestation of the poor social environment and the absence of equivalent evidence.

Study of Tarawneh, Ibraheem (2013). Effect of government control in reducing administrative and financial corruption in Jordan

This study aimed to identify the impact of the governmental tools in reducing administrative and financial corruption and to identify the forms of administrative and financial corruption common to the employees of the public sector in Jordan from the point of view of the employees of the governmental control agencies and reached the following results:

- a- The perception of respondents of common forms of financial corruption (idleness, job interest, mediation, extortion and bribery) was moderate.
- b- The perception of respondents of common forms of financial corruption (evasion of fees, evasion of taxes, embezzlement and forgery) was moderate.
- c- There is an impact of the Government control bodies in reducing (idleness, functional neglect, intermediate, extortion and bribery).
- d- There is an impact of government control bodies in the reduction of embezzlement and forgery.
- e- There is no impact of censorship and government agencies in reducing tax evasion and payment of fees.

Study of Al-Omari, Abdulmalik Ahmed (2012). organizational Justice and its Effect of Absence in the Increasing Phenomenon of Financial and Administrative Corruption in public Institutions in Ta'izz Governorate, Yemen

This study aimed to enhance the awareness of organizational justice in its three distributional, procedural, and personal transactions to identify the impact of its absence on the spread of the phenomenon of financial

and administrative corruption from point of view of employees working in public institutions in Ta'izz Governorate. The results showed a statistically significant inverse relationship between the staff member's sense of organizational justice and the practice of financial and administrative corruption, and vice versa. Analysis and interpretation of the results of the study revealed the low sense of public servants in the government institutions studied by the regulation justice. As well as, the high level of financial and administrative are corruptions in general. The study recommended the need to improve the level of regulation justice in government institutions as one of the variables having an impact on financial and administrative corruption through the provision of a regulatory environment in which justice prevails in its various dimensions and especially with regard to procedural and Informational justice, the application of standards and regulations, the legal foundations, the development of human relations and the inculcation of values so that financial and administrative corruption can be eliminated in the future.

Study of Shatti, Ismail (2004). Democracy is an anti-corruption and empowerment of good governance

The study recommended the need to update the legislations and laws and to develop the supervisory, administrative and accounting procedures to waste the opportunity on the spoilers.

Study of Bataresa, Soliman Salem (2003). Defect of power deviation (the term nature of the defect and the method of proving it

This study aimed at clarifying the term deviations of power by distinguishing it from other similar terms. In addition, the researchers attempted to explore the nature of the defect of authority and the different ways to prove this defect in administrative courts. Reference has been made to jurisprudence and cases before administrative courts, particularly in France and Jordan. The examination of the nature of this concept shows us that it is a hidden and latent flaw and therefore difficult to prove. Nevertheless, there are many ways in which it can guide its existence. These means the analysis of the contested administrative decision, the examination of the documents and the justifications in the case, the interest and circumstances surrounding the decision, and the investigation of the implicit motives of the decision maker himself. Finally, the Department's are observations on the penalties imposed by the administration for the disclosure of its hyperbole and the infringement of it's equally as a principle.

Study of Samer Abdul Majeed Al – Bashabsha (2008) the impact of organizational justice on the crystallization of organizational symmetry in Jordanian public institutions.

This study aimed to identify an analysis of the impact of regulatory justice on organizational uniformity in Jordanian public institutions and to achieve the objectives study a developed resolution was used for the purpose of collecting and distributing data to study sample members, and a sample Of its net number 919 was selected, relied on statistical package (SPSS) for statistical analysis of this study, users, descriptive statistical measurements, regression analysis simple, multi regression analysis, Pearson correlation coefficient, and gradient regression coefficient. The study reached a set of results, the most notable of which were:

- 1- The perceptions of the employees of the regulation justice dimensions were modified, after procedural fairness ranked first, and distributive justice came in the last place.
- 2- The perceptions of the employees of the organizational symmetry level have come to a high degree, and after the organizational similarity it ranked first, and came in the last rank after organizational loyalty.
- 3- That there is a statistically significant impact on the dimensions of regulation justice in organizational symmetry.

The study reached a set of recommendations, the most important of which are: to emphasize the need for neutrality and impartiality in the management of administrative procedures and decisions, in order to promote the consolidation of the concepts of justice and organizational uniformity among its members.

Study of Nayef Alwan (2015) on the impact of organizational justice on the spread of administrative corruption field study

This study aimed to find out the extent to which the absence of administrative justice has affected the spread of administrative corruption among the employees of the Sirte administrative complex. The study was conducted using a questionnaire distributed to a simple random sample of 80 employees. The results of the study showed an impact of regulation justice in its three dimensions (distributive, procedural, and systemic in the study of the phenomenon of administrative corruption in the sample where the level of the interpretation coefficient was 72%). This means return (72%) From the prevalence of administrative corruption among workers in the study community to the absence of organizational justice and the return (28%) of the sample study to other factors as identified by a sample the study may refer to the System of selection and appointment or the performance assessment system and to the incentive system used in the public organizations studied.

The study recommended that regulatory justice should be applied to selection and appointment and those positive ethical values should be instilled within business organizations.

Theoretical Framework

Justice is a one of the countless administration concepts among all organizations that need to be understood to make the management process successful. The question here is, the lake in applying organizational justice relates to the lake of knowledge among the employees. Or that the penetration is intentional. The significant concept of any successful operation in any organization is extent of the employees to organization belong. Whenever the link is strong and the relationship is serious and the predominant feature of the activities and outputs of the organizations will be at high level of quality and creativity.

Success of any institution or business organization depends on the extent to which the administration achieves cooperation among the employees, all of them presidents and subordinates, achieving justice among them and the extent of their interaction with the administration to accomplish the objectives of the organization and preserve its property. So, absence of organizational justice in its three dimensions (distributive, procedural and operational) directly affects the prevalence of behavioral and administrative corruption in the organizations in their variety and diversity of objectives. Effective administrative leadership has the greatest role in achieving this and is able to instill the active enthusiasm among employees to adopt a culture. It considers that the organization is the property of all employees. The individual must work for its success and preserve it and protect it from corruption in all its aspects through its coordination of efforts and creating a cooperative working environment that encourages work. This is done only within the framework of the regulation justice that sets out the rights, responsibilities and oversight of the work for the purposes of achieving the objectives of the organization and the prevention behavioral, administrative and financial corruption, job satisfaction of employees and job loyalty, while preserving the organization's property and preventing corruption in all its forms, and these are achieved only through the achievement of organizational justice. When regulatory justice is absent, power is exploited to obtain public goods for the benefit of a person or group, which is a violation of the law and ethical standards of conduct, and may be the absence of social moral values.

One of the theories that took care of organizational justice is Adams' theory, where it was famous for Adams theory to demonstrate the influence of equal treatment among people on organizational behavior, as an individual cares about a relationship of equality between himself and others and compares each

individual with other people from two aspects: inputs and outputs, input refers to efforts, experiences and qualifications, as opposed to output any material and literary gains obtained by an individual in exchange for inputs; Does he receive what he describes in exchange for the efforts, experience and qualifications he gives to the organization? His net personal gain is then compared to the net gains of other peasants working under the same conditions in the same enterprise or other competition institutions (Khalidi, Kaid, 2014).

According to the Iraqi deputy (Raoua Hayeky-May-2015) "The idea of "regulation justice "goes back to the theory of equity or equality, which states that a person's sense of fairness or not, as compared to the rate of its outputs to its inputs with the rate of output of others to their inputs, and results in one of the three cases : the individual's sense of equity and injustice, or the individual's sense of unfairness, or the individual's feeling of favoritism. The three dimensions of the concept of "regulation justice" are: the first dimension is distribution justice (the amount of output that the individual receives; the second is the fairness of the procedures, the extent to which the individual is fair in the procedures used in determining the outputs, and the third dimension is the fairness of the transactions). The loss of any of the three previous dimensions that explain regulation justice leads to an individual's sense of unfairness, injustice, and tension in his behavior. Regulatory justice also influences organizational affiliation, that is, the psychological attachment that binds the individual to the system and drives it to integrate into work and to embrace the values and loyalty of the system.

Hospers sees that the concept of justice is historically linked closely to law and legitimacy. In Latin, the word "Jus" means the same as the word "law", and the word "Justitia" derives from it. Although the term "justice" is more intensively in legal circles than in other circles, but it is not today used primarily as a legal term, but as an ethical, administrative, and educational term (Hospers, 2002).

Mahram (2000) sees the roots of regulation justice in the administration belong to the theory of equality advocated by (Adams), and in a form summary, this theory asserts that an individual balances and compares his or her output rate to his or her Input rate to their input., If the rates are equal, the individual fees equal and fair, and if the rates are not equal, because the individual has more outputs from the input it offers or vice versa, the individual awards unequal, creating a Sense of tension. Justice is linked to what is right and wrong according to the standards of law and moral and functional legitimacy, (Santrock, 2003) pointed out that notions of justice include ideas, feelings and behaviors related to the criteria of right and wrong.

Regulation justice is the fair and ethical treatment of individuals within the organization (Charles, 2003). Mark (2003, 361) is defined as individuals' perceptions of justice, by classifying the views and feelings of employees about their treatment of others in the organization.

Carolina (2005) pointed out that workers in administrative working environments division regulatory justice according to three categories of treatment, the first of which are the products that they receive from the organization, namely: (Distributive justice), the second represent the official policies or processes upon which these were distributed outputs (procedural fairness), and the third includes personal treatment with them, is (interactive justice). Workers who feel the regulation justice in managers' behaviors and management practices with employees are generated by a sense of love and belonging to the job, which leads to organizational loyalty to the institution.

Hindawi (2009), which noted that regulation justice effects on the organizational loyalty. Through the impact of their dimensions in increasing the confidence of management staff, and develop their readiness to perform voluntary tasks, and the additional features or behaviors of citizenship regulatory that contribute to improving the levels of organizational performance .Al-Laqqani and Al-Jamal (2003) show that the term (loyalty) in English refers to a latent mental consignment within an individual that appears in situations related to the homeland at different levels, which can be inferred through a set of phenomena the individual's attitude toward the situations and events that he is going through.

The practice of managers for regulation justice in business organizations is reflected positively on the employees' practices, their performance, their belonging, their high levels of organizational loyalty and their professional motivation. Organizational loyalty represents a situation between the individual and the institution in which he works. The individual accepts these values and embraces them. As well as, to continue to work on they move to others (Atari, Kazem, Aljamali, Canadian and Stone, 2006). Loyalty in English refers to the loyalty to, or loyalty to, an idea or group or nation (Najjar, 2003).

As for management behavioral corruption, does not have an agreed common definition, which is due to the different ideas and cultures from which philosophical schools were set up to develop a general definition of administrative behavioral corruption. It has been understood by many people to use power to achieve special goals and benefits. Johnson has known him as an abuse of public authority or a public job for private gain (Johnson, US website: usinfo.state.gov). Administrative corruption has been defined as damage to others, and corruption in English: means the degradation of merit and morality (Harthy, 2003). Because of the lack of transparency, integrity, accountability and the rule of law, which are closely linked to democracy as a culture of society (Swelm, 2010, p. 18), administrative behavioral actions are realized because of the political factor. Administrative behavioral corruption is achieved because of the cultural factor's modesty of the policy of combating it. Corruption poses the bureaucracy of administrative organization that grows up in, and the vices of this bureaucracy, of domination, control and appearance, and corruption covers the cultural palaces from which the public servant and the citizen of the service have not escaped alike (Swelm, 2010, p. 20). The management of behavioral phenomena is seen as a social phenomenon rooted in social construction and has changed the perspective of individual perceptions to the structural and local level to the cross-border regulatory level (Lacom, 2003, 16, 17).

Allah Almighty says in the Holy Quran (who denies the Covenant of God after his charter and interrupts what God has commanded him to deliver and spoil those who curse them and have bad home (verse 25, Surat al-Raad). Great truth of God.

Administrative corruption has been defined as the illegal influence of public decisions (Kadin, 1977). Transparency International has defined it as every work of abuse of public office for self-interest or group. Management corruption by value approach has been defined as the outcome of attitudes and behavioral patterns rooted not only in administrative structures but in the social sphere as a whole and in the cultural style and in the hearts and minds of civil servants and citizens alike (Qaryuti, 1985).

Administrative corruption has also been defined as "using public influence to generate profits or special benefits, including all kinds of bribes of local, national or political officials, but excluding bribes among the private sector" (al-Zahabi, www.berc-iraq.com).

According to the researcher, administrative corruption is the passive use of the post to obtain illicit benefits such as bribery, nepotism and the use of the organization's property for his or her personal benefit. Also administrative corruption has multiple forms, such as corrupting abuse of power and not applying the laws and regulations of the organization to the organization and adversely affecting the organization's ability to achieve its objectives. One of the most serious forms of corruption referred to by Dahlan was the withholding of information from the first official and the fact that he was unaware of a disaster or the outcome of his primary responsibility (Dahlan, 2004).

In its report, the United Nations determined forms of administrative corruption in three ways: is a white, black and gray corruption, white means that there is a great deal of agreement by the public and employees of the administrative apparatus to accept and approve the action or act concerned; black means that there is an agreement between the public and employees of the administrative body to condemn the work or a certain bad behavior; and gray corruption does not count on any of the two previous types.

Administrative corruption in accordance with practice is the misuse of power and the dishonest practice of authority and contravention of the law. According to the purpose, it is the use of public resources to achieve special interests, the service of relatives and public theft (Saleh, 1998).

There are multiple forms of administrative behavioral corruption, including favoring, nepotism, looting of money, blackmail, and bribery. One form of corruption is the use of public office and article 19 of the United Nations Convention against corruption provides for consideration each country party shall adopt such legislative and other measures as may be necessary to establish as criminal offences a public official who abuses his or her Functions or not act in the performance of his or her functions for the purpose of obtaining an undue advantage in his or her favor or for another person, in violation of the laws groups article 5 (e) of the Jordanian Anti-Corruption work, which punishes and stipulations: Corruption for the purposes of this law: abuse of power contrary to the provisions of the work (consistent with the United Nations Convention against Corruption (Swelm, 2010, p. 21).

A form of corruption is theft, waste of public funds, and negligence in it, and in its requirements at a time when it must be maintained. A form of corruption is money laundering, an illegal method by which illegal income is hidden to make it appear legal (Ackerman, 2003, p. 335). Another form of corruption is bribery, which is the exploitation by the employee of the influence of the authorities on the person who is in need of a decision, advantage or work without a right or breach of the obligations (Shazly, 2001 p. 22).

Favoring and nepotism are shown during public employment. The favoritism is also seen as a form of corruption where embezzlement is one of the worst deviations in the public service, with some resorting to it through exploitation of their functions and abuse of power vested in them for the realization of their material interests, which are Crimes against with honor and honesty and only get people who were weak and his manners are perverted and captive to his desires the public money of the employee must be preserved and misappropriated contrary to this principle (Jerishishi, 2003, p. 158).

The dangers of administrative corruption manifest itself in the corruption of the ethical behavior of employees and when it is spread, it is difficult to reform and become a stable and well-known behavior in government and public and private business. In addition to causing a defect in social values, rapid affluence occurs and becomes the applicable for degrees and class access. In addition to losing confidence in the government device, and many citizens deal with the fight against corruption and its resistance and the government administrative devices does not really exist.

Al-Bayati considers that the effects of administrative behavioral corruption on public life appear in the weakness of the investment climate, and the escape of the investor and to increase the social division between members of society, and its feeling of injustice. Citizens complain and show their lack of trust in government policies and everyone becomes indifferent to the law and respect. Encouraging them to emigrate abroad (Bayati, 2009, p. 52). Corruption in the private sector is determined by the size and strength of the monopoly power enjoyed by the private sector and the extent of freedom to act and the result of control and accountability The more monopoly power and freedom of action and diminished the power of supervision and accountability strengthened the corruption and corrupt private sector and vice versa (Bawadi, 2008, p. 15).

Field Study and Statistical Analysis

Table 1 shows that 81.3% of the sample is male and 18.7% female also shows that 42.1% of the sample had a diploma certificate, 40.9% of the bachelor's degree, 9.9% of the graduate degree holders, only 7.0% of the secondary school, and it shows that 33.9% of the sample experience ranges from 5 years to less than 10 years, and 28.1% of the range of their experiences between one year, less than 5 years, 22.2% from 15 to more, 14.6% from 10 years to Less than 15.

Table (1): Frequency and percentages of personality variables of respondents

Variable		Frequency	Percentages %
Gender	Male	139	81.3
	Female	32	18.7
Qualification	High School	12	7.0
	diploma	72	42.1
	BA	70	40.9
	Postgraduate	17	9.9
Experience	From 1 to less than 5 years	48	28.1
	From 5 years to less than 10 years	58	33.9
	From 10 years to less than 15 years	25	14.6
	From 15 and above	38	22.2

The First Hypothesis

1- There is no statistically significant effect at the moral level ($05.0 \geq \alpha$) of organizational justice on organizational loyalty to the employees of the organization.

Table 2 shows that with the exception of paragraphs 15, 16, 18 and 19, all the other paragraphs have got greater arithmetic circles than 3.00 each and the significance levels are less than 0.05, i.e. it's statistically insignificant. Paragraphs 15 and 18, although they got a higher arithmetic center than 3.00, the significance level is greater than 0.05. It's statistically insignificant. That is, the bosses do not consult subordinates when making decisions, and employee salaries are not equal to the effort that has been implemented. As for paragraphs 16 and 19, they obtained less than 3.00, which is statistically insignificant. Employees do not refuse any job offered to them outside the company where they work, even if they are at higher salary. The company's management does not receive complaints from the employees.

For all the combined paragraphs the arithmetic mean was 3.68, which is greater than 3.00, and the significance level is less than 0.05, i.e., statistically significant. Therefore, the first hypothesis is rejected and the second hypothesis is accepted. There is a significant statistical effect at a significant level ($05.0 \geq \alpha$) for organizational justice on the organizational loyalty of the employees of the organization.

Table (2): arithmetic means, standard deviations, T values, and the level of significance shown in relation to organizational justice relationship with organizational loyalty

Section number	Section	arithmetic mean	standard deviations	T value	The level of significance shown
1-	Dedication to the service of the company	4.44	0.64	29.39	0.00
2-	I keep the property of the company, which I do	4.67	0.62	34.98	0.00
3-	I'm doing orientation workshops for new employees	3.88	0.94	12.23	0.00
4-	I care about the reputation of the company	4.47	0.69	27.98	0.00
5-	I care about the future of the company	4.56	0.68	29.99	0.00
6-	Always come to work on time	4.51	0.70	28.28	0.00

7-	I have desire to give to the company	4.29	0.90	18.61	0.00
8-	I'm justifying the company's policies	3.17	1.19	1.86	0.03
9-	I feel comfortable in my work at the company	3.37	1.03	4.66	0.00
10-	I'm self-fulfilling through my work at the company	3.57	1.11	6.75	0.00
11-	I am late for official work if asked to do so	3.88	1.02	11.36	0.00
12-	There is a rapprochement between my goals and the objectives of the company I work with	3.30	1.05	3.73	0.00
13-	I present the company's interest in my own interest	3.33	1.08	4.02	0.00
14-	I feel the job protection at the company I work for	3.37	1.15	4.20	0.00
15-	My boss consults me when making decisions	3.05	1.25	0.49	0.63
16-	I refuse any job offered to me outside the company I work with, even if it's a higher salary	2.69	1.29	-3.14	0.00
17-	My boss beats me with respect and appreciation	4.00	0.89	14.73	0.00
18-	My salary earned is equal to the effort	3.04	1.19	0.45	0.65
19-	The company's management is focusing to our complaints	2.54	1.13	-5.33	0.00
Total		3.68	0.54	11.70	0.00

The Second Hypothesis:

There is no statistically significant effect at the moral level ($05.0 \geq \alpha$) of regulation justice on behavioral corruption of the employees of the organization. Table 3 shows that all paragraphs have obtained, less than 3.00 arithmetic mean, which is not statistically significant.

For all paragraphs combined, the arithmetic mean is 2.50, which is less than 3.00, which is not statistically significant. So the first hypothesis is rejected and the second hypothesis is accepted: there is a statistically significant effect at the moral level ($05.0 \geq \alpha$) of regulation justice on behavioral corruption of the employees of the organization.

Table 3: arithmetic means, standard deviations, t values, and the level of significance shown regarding organizational justice with behavioral corruption

Section number	Section	arithmetic mean	standard deviations	T value	The level of significance shown
20-	The employee's refusal to perform the official work assigned to implement it	2.64	1.23	-3.87	0.00
21-	Employees failure to perform official work with accurately and honesty	2.81	1.16	-2.12	0.04

22-	Employee does not implement supervisor's instructions with all honesty	2.73	1.08	-3.26	0.00
23-	The employee discloses the confidential information of the company through information or documents in favor of other devices	2.26	1.05	-9.25	0.00
24-	Non-cooperation of employee with colleagues in the accomplishment of their joint work	2.58	1.20	-4.62	0.00
25-	The employee has performed some defective conduct of his job and the reputation of his administration	2.64	1.15	-4.14	0.00
26-	The employee performs special work during the work	2.99	1.13	-0.14	0.89
27-	Exploitation of the employee's potential for personal purpose	2.69	1.17	-3.40	0.00
28-	Estimate the assets to undervalue to reduce the value of the tax levied on it	2.42	1.06	-7.10	0.00
29-	Employee failure to comply with work schedules	2.51	1.12	-5.77	0.00
30-	The employee does not comply fully with the instructions of the inspection and inspection apparatus	2.62	1.16	-4.23	0.00
31-	The employee collects money from citizens without extracting a payment voucher	1.91	1.03	-13.88	0.00
32-	The employee gets gifts for providing or facilitating services to others	2.01	1.15	-11.24	0.00
33-	Registration of data contrary to the truth such as correction in the application voucher and manipulation	2.08	1.13	-10.56	0.00
34-	The employee uses his job to serve relatives and friends without legitimate justification	2.67	1.38	-3.11	0.00
35-	Delaying procrastination and procrastination in the realization of the interests of dealers to the detriment of them	2.47	1.26	-5.46	0.00
Total		2.50	0.83	-7.86	0.00

The Third Hypothesis

There are no statistically significant differences in the degree of application of regulation justice of employees attributed to variables gender, experience and qualifications. Table 4 shows that the significance level of the viewer is greater than 0.05, i.e., the degree to which the employees' regulatory justice is applied is statistically close. That is, there are no statistically significant differences in the degree to which employees organizational is applied due to gender, experience, and qualification variables.

Table 4: Testing differences of the study variables

Variable	F value of the differences	T value of the differences	The level of significance shown
Gender	----	-0.99	0.32
Experience	1.42	---	0.24
Qualification	0.68		0.56

Results

- 1- There is a statistically significant impact at the moral level ($05.0 \geq \alpha$) of organizational justice on organizational loyalty for the employees of the Organization. However, the managers do not consult subordinates when making decisions and the salary of employee may not be compared with effort. Employees do not reject any job offered to them outside the company where they work, even if they are on a higher salary, and the management of the company does not receive employee complaints.
- 2- There is a statistically significant impact at the moral level ($05.0 \geq \alpha$) of organizational justice on behavioral corruption of the employees of the organization.
- 3- There are no statistically significant differences in the degree of applying of organizational justice to workers due to gender, experience and qualification variables.

Recommendations

- 1- The study recommends the two companies to work for accomplishing job satisfaction for employees and work to achieve loyalty to the organization.
- 2- The study recommends both organizations to involve workers in decisions related to work, which contributes to achieve job satisfaction and loyalty to the organization. The organization must involve workers in decision-making for action and hold workers fully accountable for their actions. Trust between them and the administration, and the workers who participate in their own decisions and work, are enhanced by loyalty to the organization and job satisfaction.
- 3- The study recommends paying attention to the wages of workers. Low wages are neither satisfactory nor loyal to the organization, that workers' wages are low, lower than the level of economic life and less than the real value of the effort. This shows that there is no loyalty to the organization and that if they can work outside the organization with higher salaries and better conditions, they will leave the work and this is a great loss to the organization because they have acquired the expertise and skill in the work and it is not easy for the organization to find expertise and skilled employees in the work market.
- 4- The study recommends that the two organizations pay attention to the material and moral needs of workers so that they do not follow unacceptable behaviors that affect the secretariat in the work and preservation of the material resources of both organizations. They maintain and do not manipulate the equipment, machinery, and devices of the both companies to cover their physical needs. The administration should look carefully at the moral needs, respect the workers, listen to the complaints, work to resolve it and achieve equality in all rights and duties such as salaries and promotions and the distribution of responsibilities. So that achieves cooperation among workers in the work and keeps away from any form of conflict in the organizations.

- 5- The study recommends that researchers to pay attention to the subject of organizational justice because of its great importance in achieving organizational loyalty to workers, leading to the success of the organizations and achieving their objectives.

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