

The Effect of Organizational Justice Perceptions of Employees on Their Burnout Levels: A Research For the Nurses¹

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<p>Keywords: Organizational Justice Burnout Nurse</p> <p>Received 20 April 2019 Revised 19 June 2019 Accepted 21 June 2019</p> <p>Article Classification: Research Article</p>	<p>Purpose – The present study aims to demonstrate the effect of organizational justice perceptions of nurses on their burnout levels.</p> <p>Design / Methodology/ Approach – For this purpose, face-to-face interviews were carried out with 200 nurses working at public hospitals in Tokat province. The data were evaluated through structural equation modelling.</p> <p>Results – As a result of the study, it was found out that there was a negative significant relationship between organizational justice and burnout. It was also demonstrated that the level of procedural justice perception from the subdimensions of organizational justice were the highest whereas emotional exhaustion from the subdimensions of burnout was the most commonly observed among the participants.</p> <p>Discussion – As a result of the study, a negative significant relationship has been found out between the organizational justice perceptions and the burnout levels of nurses. This result is in parallel to the literature in general terms.</p>

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