The Effect of Justice organizational and Job Satisfaction on the Turnover Intention in the Health System
(Case Study: University of Medical Sciences in Hamedan)

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Abstract: Health is a valuable asset that maintenance and promotion should be considered as one of the most important efforts of everyday life of humans. This research was conducted to determine the effect of justice organizational and job satisfaction on the intention to turnover intention in the health system. The purpose of this research is to use the descriptive and correlational information in order to collect the data. In order to collect the relevant data, standard questionnaires for justice organizational evaluation, from the nineteenth questionnaire Nihauf and Morman (1993), in order to assess overall job satisfaction, the twenty-point job satisfaction standard of Mineh Sota (1996) and the six-point standard questionnaire (Kim & et al., 2007) were used to assess the turnover intention. Their general aim was to measure the inclination to quit serving of different people were used. Hence, as the case study of the effect of justice organizational and job satisfaction on job quitting, the staff of university of medical sciences in Hamedan was selected from a community of 12225 employees in the field of administration and seven deputies with a random sample size of 372 individuals. Data analysis was performed through Pearson correlation and path analysis using Leserel software. Based on the findings, the correlation was acceptable among the variables of the research, the results show that the coefficient of justice organizational path to job satisfaction (γ = 0/90, t = 10/51), satisfaction path coefficient in terms of job quitting (β = -0.33 and t = -2.02) were statistically significant meaningful. In addition, the indirect effect of justice organizational on the intention to turnover intention through job satisfaction (β × γ = 0/90 × 0/33 = 0/297) compared to direct effect of justice organizational on the intention to turnover intention (γ =0.03 = and t = 0/18). This means that job satisfaction, justice organizational correlates with the intention to turnover intention, that is, job satisfaction as intermediary variables affects the relationship between justice organizational and the turnover intention.

Key words: Organizational Justice, Job Satisfaction, Job Quitting, Health System

Introduction: Perhaps if Mazlo was in life, given the importance of justice in the present age, justice as a primitive need in the hierarchy of human needs was called. The tendency to research on justice organizational has increased in recent years; this is due to the importance of justice due to important work-related outcomes associated with employee perceptions of fairness and equity in the workplace (Jonson & et al., 2006). This is more important in service organizations, such as the structure of the health system. Wang Wou (2010) The value of services that health care providers offer to recipients will be transmitted through the service staff of the staff and their effectiveness will greatly affect the health and satisfaction of patients. A manifestation of justice is that the job must be such that it provides the grounds for all-round worker growth. Bringing him up in terms of talent and exposing his innovations and his satisfaction. Strengthening his motivations and not merely on organizational efficiency and quantitative and technical growth (Pashakolaei, 2011). In this research, the effect of justice organizational on the willingness to turnover intention is measured by job satisfaction. Given that job cracks distort the goals of the organization, organizations must adopt practices that do not emerge from the desire to leave genuine and virtual service in the staff. In this research, justice organizational and its dimensions were first outlined. Then, job satisfaction and job desirability variables were examined. Further, the research hypotheses were presented and tested.
Statement of the Problem

In today's world, health outlook has become more widespread and focused on non-medical expectations. The growth of people's expectations and attention to safety, quality and justice has increased the pressure to create a responsive, responsive system of health. Putting the issue of justice in the formulation of the goals and framework of the analyzes of health systems is not only based on strategies that represent commitment to justice, but also evidence that people in different societies also have a high priority on justice. Although in recent years, the health system has been able to achieve significant advances in the overall health of the population through the use of the primary health care strategy and to increase its indicators, but it remains one of the main concerns of policy makers, the establishment of health equity and access to health services. This will not be achieved except by comprehensive planning, in which various aspects of the quantitative, qualitative and managerial management of the effective use of the forces of health are included. Therefore, attracting, preserving, maintaining and managing these human capital will play a significant role in advancing the goals of the health system, which will result in maintaining and improving the health of the community. Because each organization pays a lot of expenses for its training, training and preparation for its employees, and by losing valuable forces, it suffers from the loss of skills and experience that has been achieved over the years. For example, according to the nursing organization of Iran, more than 1,000 nurses annually emigrate to work abroad. In another place, the director general for drug and drug administration (EMA) refers to the migration of 30% of pharmacists abroad. On the other hand, leaving a job is also indirect, in this case the employee is present but his mind and his expertise are not present and this situation is the most dangerous situation possible. Now, the question arises, is the turnover intention in the health system can be affected by employee satisfaction and justice organizational perceived by the staff?

Importance and Necessity of Research

Health is a valuable asset that maintenance and promotion should be considered as one of the most important efforts of everyday life of humans. Wellness or health is based on the definition of the world health organization, providing complete physical, mental and social well-being of the human being, and is not the only absence of illness or other defects in the body. Healthy humans are a pivot of sustainable development and health is essential for the benefit of human beings from divine beneficence, so attention to health and efforts to maintain and promote it has always been an important priority. Given the importance and status of health in the community, and the need for achieving and maintaining health, most of which comes from human capital through the health system, We decided to investigate the impact of justice organizational and job satisfaction on the turnover intention in a sample of health workers (Hamedan University of Medical Sciences).

Theoretical and Applied Research Principles

Mohsen Vaziri (2017), in a research entitled justice organizational and job satisfaction among the employees of the general directorate of education in Tehran, they measured the level of employee perception of distributive justice with a 99% confidence, interoperability and procedural justice of 95% has been positive and significant.

Taleghani. G.R, & et al (2016), In their research on the employees of the General Directorate of Education in Kurdistan province, have a negative and significant relationship with the personal factors affecting the intention to turnover intention, the job satisfaction with the intention of the employees to leave the organization.

M.H Safi and et al (2016), in their research, they studied about, the relationship between perception of organizational justice, job commitment and job satisfaction about employees of the Northern Health Center of Tehran were investigated and based on the results, correlation coefficients had a positive and significant correlation between organizational justice, organizational commitment, and job satisfaction gained.

Zare and Dadkhah (2016), in their study with the content of perceptions of social justice and their effect on job satisfaction, showed that although previous researchers had little attention to social justice from the sociological point of view to explain job satisfaction. But his research findings showed that this concept has a decisive role in explaining job satisfaction. The correlation obtained between two concepts is equal to 0.7, which shows a high correlation between the two concepts.

Mahoney et al (2015), they conducted a study among 126 managers of higher education institutions in the two public and private sectors of the US with regard to justice organizational perception and its relation with organizational commitment, job satisfaction and turnover intention. And had positive and significant results of distributed and procedural justice on job satisfaction and organizational commitment, but this relationship was not substantiated significantly in interactive justice.

Tamana and Al-Afari (2014), in their study, investigated the direct and indirect effects of different aspects of justice organizational on organizational citizenship behavior and the turnover intention in the healthcare sector of the United Arab Emirates. This study was conducted on 448 staff members working in three general hospitals in the United Arab Emirates. The results showed that interactive justice has an indirect effect on citizenship behaviors and the intention to leave an organizational job through the intermediary of procedural and distributive justice.

Rezvan et al (2014), In a research, they studied on the relationship between the turnover intention and job satisfaction, job performance, leadership, emotional intelligence, and organizational commitment that was conducted at the
Islamic Management School of Bahawalpur, Pakistan, a significant negative relationship between job satisfaction and they are going to turnover intention.

**Conceptual Definition of Organizational Justice**

Justice organizational is a level in which employees feel that their laws, policies and policies are fair to them (Beig Mohammadi, 2011).

In the present study, the subjects are the subjects of justice organizational questionnaire with three components of distributive, procedural and interactive justice.

**Conceptual Definition of Job Satisfaction**

Job Satisfaction is a complex and multidimensional concept associated with psychological, social and physical factors. Only one factor does not result in job satisfaction, and a certain combination of factors leads to a person who is satisfied with the job at a certain moment of time and who is pleased to be happy with his job and enjoy it (Hapak, 1935).

The first definitions of justice are attributed to Socrates, Plato and Aristo. One of Socrates's most important questions about the nature of justice. After Socrates, his disciple Plato put forward the argument of justice in his book "Republican", the first and oldest detailed discussion of justice in old political philosophy (Marami, 2009). In all political thought of Islam, the foundation and foundation of all the principles of "Justice". The divine verses refer to all the prophets with guiding torches and we gave them books and rates to establish justice (Akhavan Kazemi, 2003). "Justice Organizational" is a term used to describe the role of fairness in the workplace. In fact, when the concept of justice is spoken in organizational relationships, the term "justice organizational" is used. But should the issue of justice in the third millennium of human life in the next millennium still be a major concern for social life, especially in the context of organizations? While in modern management and modern postmodern age, due to the scale of changes in knowledge, technology and information technology, in the life of the organization there is a much newer need, does not focus on this old topic of old-fashionness? In response to this point, it should be said that in general, the most important concern for humanity is justice, and especially that the issue of equality and justice at the international level is the most important issue that governments and peoples in the global village have a special place (Pour Darvish, 2017)

**Reliability of Measurement Tool (Reliability and Validity)**

**A: Reliability of Measuring Instrument (Reliability)**

Trust reliability, which uses terms such as reliability, stability, and credibility, is one of the characteristics of measuring tools (questionnaire or interview). The above concept implies that the same results are obtained by measuring instruments under identical conditions. Due to this, the capability coefficient is usually from zero (no communication) to +1 (full contact). The reliability coefficient indicates how much the tool measures the stable characteristics of the subject or its variable and temporal characteristics. In this research, Cronbach's alpha method is one of the methods for calculating reliability. This method is used to calculate the internal coordination of measuring instruments, such as questionnaires or tests that measure different attributes. In these tools, the answer to each question can be different numerical values. To calculate the Cronbach Alpha coefficient, first, the variance of the scores of each subset of the questionnaire question (or sub-test) and the total variance should be calculated, then using the formula, calculate the amount of the alpha coefficient. In order to evaluate the reliability of the questionnaires, the Cronbach's alpha coefficient was used by SPSS software. This coefficient for justice organizational questionnaire was 0.87, job satisfaction questionnaire was 0.84, and job quitting questionnaire was 0.86.

**B: Validity of Measurement Tool (Validity)**

The concept of validity responds to this question, how much does the measuring instrument measure the desired attribute? Without the knowledge of the validity of the measuring instrument, the accuracy of the data obtained can not be guaranteed. The measurement tool may be valid for measuring a specific attribute. However, it does not have any credibility to measure the same attribution to another society.

Confirmatory factor analysis was used to evaluate the construct validity. Based on the results obtained as detailed in the fourth chapter. The organizational validity of job satisfaction and justice organizational questionnaires was confirmed by the factor analysis method and using LISREL software. The scale of the factor load was between 44% and 82% for the justice organizational tool, between 20% and 80% for the job satisfaction tool, and between 61% and 85% for the turnover intention tool. Also, studying the fitting indicators of the model derived from the confirmatory factor analysis presented in the fourth chapter indicated that the justice organizational justice, job satisfaction and intention to leave job were suitable for use in Hamadan University of Medical Sciences.
The Scale of Justice Organizational Perception

In order to assess organizational justice, a standard 19-item questionnaire, Nihof and Morman (1993) and his studies and other internal and external studies have been used repeatedly and its reliability and validity have been approved in three dimensions: distributed, procedural and interactive.

Job Satisfaction Scale

In order to assess overall job satisfaction, the twenty-point Job Satisfaction Standard of Mine Sota (1996) has been used in six dimensions of payment system, type of job, developmental opportunities, organizational climate, leadership style, physical condition, which is a common questionnaire in the survey. Job Satisfaction and the necessary reliability and reliability coefficients. One of the reasons why the Mine Sota Job Satisfaction Questionnaire is considered important is its validity and validity.Arnold and Feldman believe that these tools measure what they are trying to measure. On the other hand, the elements of this questionnaire are strongly linked to each other and are in a more upright sense than other tools for job appraisal. In terms of credibility, this tool has shown that it presents inconsistent and stable results (Arnold & Feldman 1986).

The Intention of Leaving a Job

To assess the intention to turnover intention, a six-point standard questionnaire, Kim & et al. (2007), was used to assess the inclination to abandon the service of different individuals. Usually, the range of the Cronbach's alpha coefficient from zero (0) means instability, to the positive one (+ 1) means complete reliability, and the closer the value to the positive number one is, the more reliable the questionnaire will be. The Cronbach's Alpha coefficient for the crawl-rate questionnaire is 0.82. The sum of all three organizational justice, job satisfaction and willingness to leave jobs with 45 questions and five-point Likert scale, with totally opposite, opposing, insightful options, agrees and fully agrees to assess employees' opinions.

Statistical Analysis of Data

In analyzing data, in order to study the direct, indirect effects and the total effect of each of the independent variables on dependent variables, path analysis using LISREL software has been used. Also, for reporting descriptive statistics (such as demographic variables, mean, standard deviation and Pearson correlation coefficient), SPSS software was used.

Independent and Dependent Variable and Mediator

In the present study, the variable of justice organizational of the independent variable, the job satisfaction variable of the mediator variable, and the variable of the intention to turnover intention are measured as the dependent variable. Accordingly, in order to measure these variables, 45 questions were developed on Likert scale of 5 options (1: totally opposite to 5: totally agree). The results of the indicators of fitness, factor analysis and structural equations are used to determine the validity of the model for further study.

Research Hypotheses

Justice organizational has a significant effect on job satisfaction. 
Justice organizational has a significant effect on the turnover intention.
Job satisfaction has a significant effect on the turnover intention.
Job satisfaction has a mediating role in the relationship between justice organizational and the desire to turnover intention.

Research Method and Statistical Society

This research studies the effect of justice organizational and job satisfaction on the turnover intention in the health system (Hamedan). Therefore, the statistical society of the staff of Hamedan University of Medical Sciences has been selected from 12225 presidential and seven vice presidents.
The sample size was calculated as 372 people. A simple random sampling method was used to determine the number of samples in each domain and unit.
The present research is an applied and descriptive correlational one. Since a questionnaire has been used to collect information, it is a survey and is based on path analysis. The general path analysis method is a regression method that, in addition to expressing direct effects, is able to show the indirect effects and the total effect of each of the independent variables for dependent variables.

Using library methods and collecting data to confirm or reject the research hypotheses, statistical methods have been used. This process was carried out after the necessary coordination and obtaining relevant permits from the officials of Hamedan University of Medical Sciences as well as obtaining the code of ethics IR.UMSHA.REC.2017.305. Finally, the questionnaires were used to analyze the data.
Indices of Fitness Research

<table>
<thead>
<tr>
<th>RFI</th>
<th>IFI</th>
<th>CFI</th>
<th>NFI</th>
<th>SRMR</th>
<th>Chi-square/df</th>
<th>RMSEA</th>
<th>Indices of Fitting Research</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.9≤</td>
<td>0.9≤</td>
<td>0.9≤</td>
<td>0.9≤</td>
<td>0.08≥</td>
<td>3.00≥</td>
<td>0.100≥</td>
<td>Desirable Amount</td>
</tr>
<tr>
<td>0.92</td>
<td>0.94</td>
<td>0.94</td>
<td>0.92</td>
<td>0.079</td>
<td>4.503</td>
<td>0.097</td>
<td>Quantity Available</td>
</tr>
</tbody>
</table>

Indicators of fitness model of justice organizational variable of independent variable, job satisfaction variable of mediator variable and variable of intention to leave job as dependent variable. According to the table, it is clear that the model of measurement of the mentioned variable has a suitable model.

Factor Load

The power of the relationship between the agent (hidden variable) and the variable visible by the factor load is shown. The factor load is between zero and one. If the factor load is less than 0.3, the weak relationship is considered and is discarded. The feedrate is acceptable between 0.3 and 0.6, and it is desirable if it is greater than 0.6. (Klaen, 1994). To test the significance of the relationship between the variables, the t test statistic or the t-value is used. Because the significance is checked at the error level of 0.05, so if the observed factor load is calculated with a t-value of less than 1.96, then the relationship is not significant and will be displayed in the Liserl software in red.

Figure 1. Factor Analysis of Variables Validation in Standard Mode

The results of factor analysis are the confirmation of three variables: organizational justice, job satisfaction and intention to turnover intention.
Figure 2. Verifiable Factor Analysis of Variables in a Meaningful State

For a parameter to be meaningful, the meaningful value or the value of T test must be smaller than -1.96 and larger than 1.96. In the above model, as we see all parameters related to the relationship of questions with the variables of the model are larger than 1.96 and therefore meaningful.

The two above-mentioned graphs refer to confirmatory factor analysis related to research hypotheses. This research has four main hypotheses that examine the relationship between justice organizational variable, job satisfaction and turnover.
intention. In order to investigate these relationships, a confirmatory factor analysis between the three variables was first examined with the questions presented in the questionnaire.

**Estimation and Test of Structural Model**

The SEM method is a comprehensive method for testing hypotheses about the relationships between observed variables and manned variables (Shumakher and Lumex, 2009). Since the conceptual model of the research seeks to investigate the causal relationships among the variables; to enable simultaneous analysis of the relationships of variables, the structural equation modeling method used in model, LISREL software, one of the well-known software for implementing structural equation models, was used. The results of the fitting indices of the full model of the research are shown in the table below.

<table>
<thead>
<tr>
<th>RFI</th>
<th>IFI</th>
<th>CFI</th>
<th>NFI</th>
<th>SRMR</th>
<th>Chi-square/df</th>
<th>RMSEA</th>
<th>Fit Indices</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.9≥</td>
<td>0.9≥</td>
<td>0.9≥</td>
<td>0.9≥</td>
<td>0.08≥</td>
<td>3.00≥</td>
<td>≥0.100</td>
<td>Desirable Amount</td>
</tr>
<tr>
<td>0.92</td>
<td>0.94</td>
<td>0.94</td>
<td>0.92</td>
<td>0.070</td>
<td>4.503</td>
<td>0.079</td>
<td>Quantity Available</td>
</tr>
</tbody>
</table>

**Figure 3. Route Analysis Full Model of Variables in Standard Mode**
Figure 4. Route Analysis of Complete Model of Variables in a Meaningful State
The calculation of meaningful numbers shows that there is no causal relationship between justice organizational and the intention to turnover intention; on the other hand, causal relationships between justice organizational and job satisfaction are significant. So, considering that justice organizational has no direct relation with the intention to turnover intention. It can be said that justice organizational has a direct and significant effect on job satisfaction and job satisfaction directly and indirectly has a negative and significant effect. Therefore, the effect of justice organizational on the turnover intention is better and more appropriate. Through job satisfaction and in a fully intermediate structure. Since the path analysis variables are interconnected. Therefore, if a variable has more effect on the dependent variable, the relationship of another variable is not confirmed, as a result, the effect of the justice organizational variable on the job intention is likely to be indirectly through the job satisfaction variable.

The results also show that the coefficient of justice organizational path to job satisfaction (γ = 0.90 and t = 10.51), satisfactory path to job quitting (β = -0.33, t = -2.02) Statistically significant. In addition, the indirect effect of justice organizational on the intention to turnover intention through job satisfaction (β × γ = 0.90 * 0.33 = 0.297) compared with the direct effect of justice organizational on the intention to turnover intention (γ = 0.03 and t = 18/0). This means that job satisfaction, justice organizational correlates with the turnover intention, that is, job satisfaction as intermediary variables affects the relationship between justice organizational and the turnover intention.

The First Hypothesis
Justice organizational has a positive and positive relationship with job satisfaction.
H0: Justice organizational with job satisfaction has no meaningful and positive relationship.
H1: Justice organizational has a meaningful and positive relationship with job satisfaction.

The Second Hypothesis
Justice organizational has a meaningful and negative relationship with the intention to turnover intention.
H0: Justice organizational has no meaningful and negative relationship with turnover intention.
H1: Justice organizational has a meaningful and negative relationship with the turnover intention.

According to the table and diagrams above, the standard coefficient is equal to 0.9 and the t-value is 10.51. Since TI is more than 1.96, it can be said that there is a positive and significant relationship between justice organizational and job satisfaction. In other words, the zero assumption is rejected. As a result, it can be concluded that justice organizational has a positive and positive relationship with job satisfaction.

The Third Hypothesis
Job satisfaction has a significant and negative relationship with the turnover intention.

**H0:** Job satisfaction with the intention of leaving the job has no significant and negative relationship.

**H1:** Job satisfaction has a meaningful and negative relationship with the intention of leaving the job.

### Table 7. The results of the structural model test for the third hypothesis

<table>
<thead>
<tr>
<th>result</th>
<th>T-VALUE</th>
<th>Standard Coefficient</th>
<th>Dependent Variable</th>
<th>Independent Variable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disapprove Hypothesis</td>
<td>Null</td>
<td>-2.02</td>
<td>-0.33</td>
<td>Going to Leave a job</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>job Satisfaction</td>
</tr>
</tbody>
</table>

According to the table and diagrams above, the standard coefficient is 0.33 and the t-value is -2.2. Since T value is more than 1.96, it can be said that there is not a significant negative relationship between job satisfaction and intention to turnover intention. In other words, the assumption is zero and consequently, it can be said that job satisfaction with the intention of leaving the job has a significant and negative relationship.

### Fourth Hypothesis

**Job satisfaction has a mediating role in the relationship between justice organizational and the desire to leave a job.**

**H0:** Job satisfaction in the relationship between justice organizational and the desire to leave a job does not have a mediating variable.

**H1:** Job satisfaction has a mediating role in the relationship between justice organizational and the desire to leave a job.

### Table 8. The Results of the Structural Model Test of the Fourth Hypothesis

<table>
<thead>
<tr>
<th>result</th>
<th>T-VALUE</th>
<th>Standard Coefficient</th>
<th>Mediating variable</th>
<th>Dependent Variable</th>
<th>Independent Variable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disapprove Hypothesis</td>
<td>0/18</td>
<td>0.03</td>
<td>does not have</td>
<td>Going to job</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>have</td>
<td>Leave a job</td>
<td></td>
</tr>
<tr>
<td></td>
<td>-2/88</td>
<td>-0.297</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

According to the table and diagrams above, the standard coefficient is 0.03 and the t-value is equal to 0.18. Since T is less than 1.96, it can be said that there is no direct, negative and meaningful relationship between justice organizational and the turnover intention.

However, when the mediating variable of job satisfaction is examined, the standard coefficient of indirect is 0.297, and the t-rule is more than 1.96 (t-value obtained from the Sobel test) as a result, justice organizational indirectly has a negative and significant effect through the mediating variable of job satisfaction on the turnover intention. As a result, the zero assumption is rejected and it can be said that job satisfaction has a mediating role in the relationship between justice organizational and the desire to turnover intention.

### Pearson Correlation Between Main Variables and Sub Variables of Research

### Table 9. Results of the Pearson Correlation Study Between Main and Minor Variables of the Research

<table>
<thead>
<tr>
<th>Going to Leave a Job</th>
<th>Job Satisfaction</th>
<th>Organizational Justice</th>
<th>Correlation Coefficient</th>
<th>Correlation Level</th>
<th>Meaningful Level</th>
<th>Variables</th>
</tr>
</thead>
<tbody>
<tr>
<td>-.294**</td>
<td>.826**</td>
<td>1.000</td>
<td>Correlation Coefficient</td>
<td>-0.318**</td>
<td>Organizational Justice</td>
<td></td>
</tr>
<tr>
<td>0.000</td>
<td>0.000</td>
<td></td>
<td>Correlation Level</td>
<td>Job Satisfaction</td>
<td></td>
<td></td>
</tr>
<tr>
<td>-.318**</td>
<td>1.000</td>
<td>.826**</td>
<td>Correlation Coefficient</td>
<td>0.000</td>
<td>Going to Leave a Job</td>
<td></td>
</tr>
<tr>
<td>0.000</td>
<td>0.000</td>
<td></td>
<td>Correlation Level</td>
<td>Going to Leave a Job</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.000</td>
<td>-.318**</td>
<td>-.294**</td>
<td>Correlation Coefficient</td>
<td>0.000</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
There is a correlation between the main and the subordinate variables, so that the justice organizational variable and job satisfaction with the intention to turnover intention are inversely correlated and there is a direct correlation between justice organizational and job satisfaction.

**Conclusion**
In this research, four main axes were proposed as hypothesis. In the first axis, statistical analysis showed that there is a positive and significant relationship between justice organizational and job satisfaction. So, with changes in perception of justice in organization, job satisfaction is affected and due to direct relationship, increasing justice organizational perception increases job satisfaction and decreasing it will also lead to decrease of job satisfaction. But in the second axis, there was no
meaningful relationship between justice organizational and the intention to turnover intention. The third axis implies a significant and negative relationship between job satisfaction and intention to turnover intention, which showed statistical analysis of this negative and inverse relationship, so that increasing job satisfaction would reduce the intention to turnover intention, and the picture of this relationship also exists. The fourth axis demonstrated the effect of the mediating variable between justice organizational and the intention to turnover intention, and job satisfaction could significantly and negatively affect the mediator of indirect relationship between justice organizational and the intention to turnover intention.

Other important results were obtained from the analysis of the difference between demographic groups in the variables of the research based on variance analysis; It indicates that organizational justice, job satisfaction and intention to turnover intention based on the demographic characteristics of the questionnaire (age, educational level, service record, gender, marital status, employment status, occupation and service area) have significant effects. Based on the findings of the 2016 Hamedan University of Medical Sciences, the number of employees who left the service, there are 42 people in the form of outgoing transfers and resignations. This number is insignificant compared to the health care staff at this university. On the other hand, the intention to turnover intention in this research is to show a meaningful relationship with other variables; the difference is that those employees who have announced their intention to turnover intention have left a virtual job vacancy, which is causing the organization to face far more unfavorable outcomes in achieving its goals.

Functional Suggestions

Although the results of this study can not be generalized to the health system of the whole country, some issues are suggested as follows:

Examining the cause of perception of injustice in the health system among employees.

Review the existing rules in the structure of the health system so that the perception of distributed, procedural and interactive justice is promoted in the staff.

It is impossible to obtain a service recipient without the consent of the service provider. In this study, there is a correlation between justice organizational and job satisfaction. Therefore, justice organizational is one of the requirements for job satisfaction.

Elimination of gender discrimination between women and men in organizational structures.

By creating organizational justice, reduce virtual job discontinuation.

Equality: Paying decent and fair pay and benefits, as well as the same look at the staff as a member of the organization.

Impartiality: Neutrality in choices regarding the selection and promotion of employees.

Non-discrimination: Avoid any discrimination between employees.

The mutual effects of justice in the health system in advancing the goals of the health system reform plan

The mutual effects of the satisfaction of health workers on the satisfaction of the recipients

Interaction effects of variables such as the intention to leave a virtual job, the amount of productivity, citizenship behavior, organizational commitment, organizational identity, retaliation behaviors, social responsibility and the effects of these variables on achieving the goals of the health system, the most important of which are the maintenance and promotion of community health; to study and research.

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