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THE INTERACTIVE EFFECT OF ORGANIZATIONAL POLITICS IN THE JUSTICE, ORGANISATIONAL SUPPORT AND JOB SATISFACTION RELATIONSHIPS.

ABSTRACT

The study of the antecedents of job satisfaction (JS) is important because of the strategic role JS plays in organizational productivity. Three pervasive perceptions of work environment, ganizational politics(OP), organizational support (POS) and justice (PJC) predict JS and affect individual's decision in an exchange process. Joint effects of these variables have been theorized, but never tested. This study tested the interactive role of OP when POS, PJC and JS are contained in the same model. The study utilized 400 participants drawn from organizations in Nigeria. The results of the hierarchical multiple regression analyses, indicate that PJC and POS have direct effects on JS, while OP interacts with PJC to predict JS. The study highlights the importance of including OP, POS, and the PJC in JS models.