

Hooi Lai Wan

Organisational Justice and Citizenship Behaviour in Malaysia

Organisational Justice And Citizenship Behaviour In Malaysia Governance And Citizenship In Asia

Stuart W. Sinclair



Organisational Justice And Citizenship Behaviour In Malaysia Governance And Citizenship In Asia:

Organisational Justice and Citizenship Behaviour in Malaysia Hooi Lai Wan, 2015-12-22 This book presents the current state of knowledge concerning developments in organisational behaviour and human capital management in the new millennium It features an in depth study among managerial staff in the manufacturing sector in Malaysia to reflect employee perceptions of organisational justice organisational citizenship behaviour job satisfaction and manager employee exchanges Specifically it seeks to establish the relationships between these constructs to better manage human capital With globalisation and the increased career mobility of young talents organisational citizenship behaviour is of paramount importance in order to retain these workers The study s greatest contribution is its identification of key indicators that influence organisational citizenship behaviour Knowing which type of organisational justice is salient for each construct allows the management to proactively improve conditions at the workplace In essence this book is intended to draw attention to those aspects of managing human capital that ought to receive the most attention but are often overlooked in practice In light of ongoing global challenges it seeks to improve governance at the workplace It offers a valuable resource for researchers and practitioners alike as well as graduate students writing their dissertations

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