

Overall Injustice, Workplace Deviance and Turnover Intention Among Educators  
and Supporters

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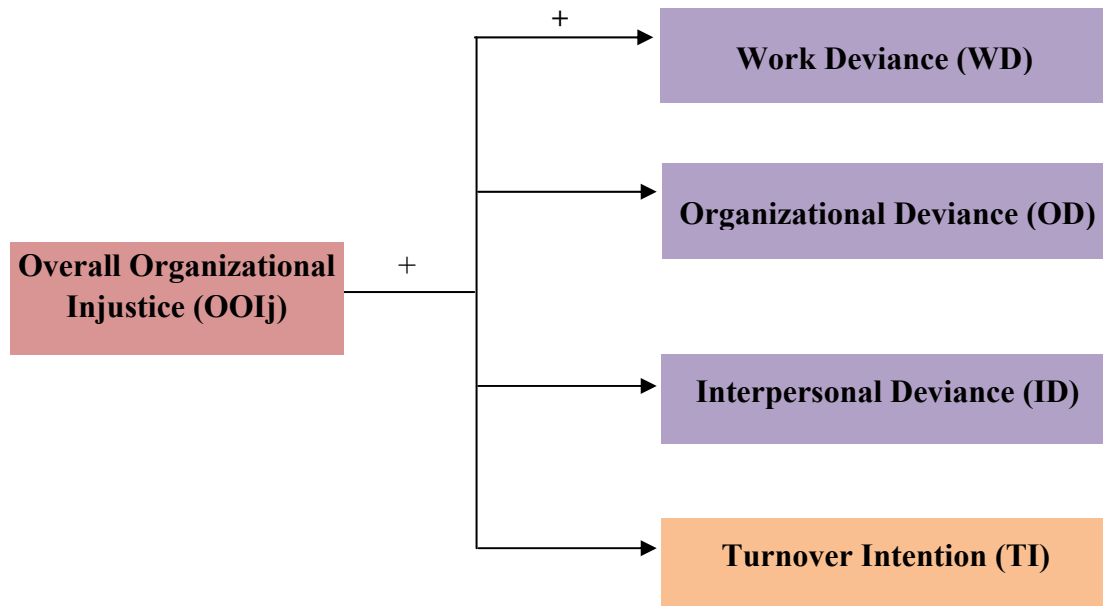
<http://dx.doi.org/10.15239/j.brcacadjb.2017.07.01.ja03>

**Web Appendix**

<http://dx.doi.org/10.15239/j.brcacadjb.2017.07.01.wa03>



Figure 1. Research Model



The independent variable is perceived overall organizational injustice (OOIj). The dependent variables are work deviance (WD), organizational deviance (OD), interpersonal deviance (ID), and turnover intention (TI).

Figure 2: Model Estimates

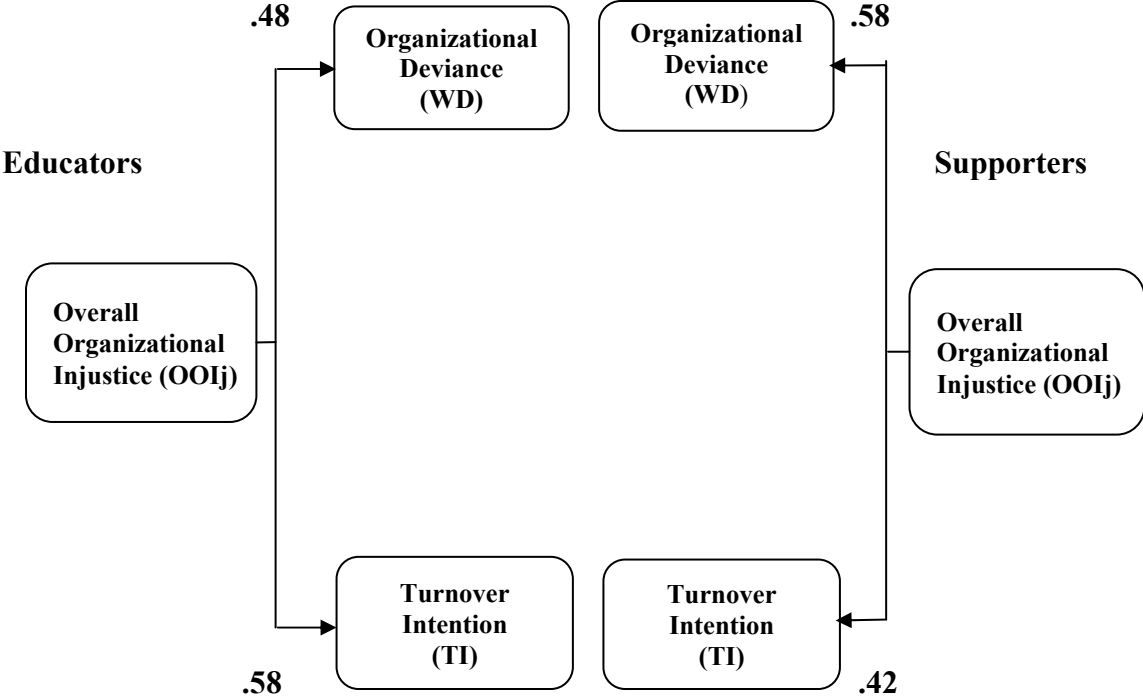


Table 1. Sample demographic data

Demographic Variables	Categories	Educators		Support	
		N	%	N	%
Gender	Male	84	60	72	68
	Female	56	40	23	32
Marital Status	Married	95	68	78	82
	Unmarried	45	32	17	18
Education	Masters and above	140	100	84	88
	Below Masters	-	-	11	12
Job Experience	Less than 5 years	83	59	70	74
	More than 5 years	57	41	25	26
Total		140		95	

Table 2. Scale reliability for educators and supporters.

	Variables	Number of Items	Items Deleted	Cronbach's Alpha ( $\alpha$ )	CFI	NFI
Educators	OOIj	6	-	0.82	1.00	0.96
	OD	5	-	0.79	1.00	0.96
	ID	4	-	0.80	1.00	1.00
	TI	4	1	0.91	1.00	0.98
Supporters	OOIj	6	-	0.87	1.00	0.96
	OD	5	-	0.79	1.00	0.96
	ID	4	-	0.81	1.00	1.00
	TI	4	1	0.76	1.00	0.98

Table 3. Mean Scores, Standard Deviation and Pearson Correlation Matrix for Variables

		Mean	Standard					
Variables		(M)	Deviation	1	2	3	4	5
		(M)	(SD)					
Educators	Overall Organizational Injustice (OOIj)	5.88	1.05	-				
	Organizational Deviance (OD)	5.63	0.87	.52**	-			
	Interpersonal Deviance (ID)	5.29	0.77	.48**	.83**	-		
	Work Deviance (WD)	5.83	1.05	.50**	.59**	.74**	-	
	Turnover Intention (TI)	5.91	1.02	.68**	.66**	.68**	.63**	-
Supporters	Overall Organizational Injustice (OOIj)	5.96	0.99	-				
	Organizational Deviance (OD)	5.52	0.92	.68**	-			
	Interpersonal Deviance (ID)	5.46	0.84	.76**	.83**	-		
	Work Deviance (WD)	5.92	1.02	.63**	.59**	.74**	-	
	Turnover Intention (TI)	5.29	0.98	.41**	.66**	.68**	.48**	-

Note: N = 140, \*  $p \leq .05$ ; \*\*  $p \leq .01$ , All items used a 7-point Likert Scale with 1= strongly disagree and 7= strongly agree.

Table 4. Result of Hierarchical Regression of perception of overall organizational injustice (OOIj), work deviance (WD) and turnover intention (TI)

Predictor	Model 1 (Educators)			Model 2 (Supporters)		
	$\beta$	R <sup>2</sup>	F	$\beta$	R <sup>2</sup>	F
Overall Organizational Injustice (OOIj)	-	-	-	-	-	-
Organizational Deviance (OD)	.48	.42	55.00	.58	.52	35.00
Interpersonal Deviance (ID)	.39	.38	14.50	.42	.48	45.00
Work Deviance (WD)	.42	.40	21.00	.58	.66	23.00
Turnover Intention (TI)	.58	.68	34.50	.42	.36	16.00