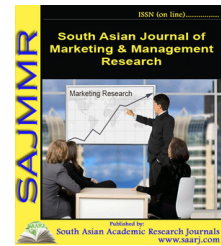




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CORRELATION BETWEEN JOB MOTIVATION AND ORGANIZATIONAL JUSTICE WITH BURN OUT OF EMPLOYEES OF IMAM KHOMEINI HOSPITAL IN AMOL CITY

Akbar Bahmani*

*Department of Public Administration,
Payame Noor University, Tehran, IRAN
Email id: bahmani.akbar@gmail.com

ABSTRACT

Background and Aim: The aim of this study was to investigate the correlation between job motivation and organizational justice with burnout of staff of Imam Khomeini Hospital in Amol. **Materials and Methods:** The present study is applied in terms of purpose and descriptive in terms of method and survey research. The statistical population of this study is all managers and staff of Imam Khomeini Hospital in Amol, 183 of whom were selected using Cochran's formula and stratified random sampling. The data collection tool was questionnaire whose reliability was confirmed by Cronbach's alpha coefficient and its content validity was confirmed by experts. Normal distribution of data was confirmed by Kolmogorov-Smirnov test (K-S) and data analysis was performed by structural equation test and SPSS22 and Amos22 software. **Results:** The results of data analysis confirm all research hypotheses. For this purpose, job motivation has a positive and significant effect on burnout with a coefficient of 0.4. Organizational justice has a negative and significant effect on burnout with a coefficient of 0.43. Organizational justice has a positive and significant effect on job motivation with a coefficient of 0.64. (At 95% confidence level) **Conclusion:** Observing fairness and justice has had a positive and significant effect on reducing employee burn out, so managers in this field should provide sufficient time and capital in the material and physical fields to obtain specialized work information, so that employees can Perform behaviors beyond their responsibility to perform constructive desire.

KEYWORDS: Job Motivation, Organizational Justice, Job Burnout, Imam Khomeini Hospital, Amol

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