

Abstract

Relationship study between perception of organization justice , organizational citizenship behavior , stress in the working . Case ; Electricity Generating Authority of Thailand Headquarter The purpose of this study was to measure level in the perception of organization justice , organizational citizenship behavior ,stress in the working of EGAT's employees and find out correlation between perception of organizational justice and organizational citizenship behavior and stress in the working.

The study population consists of 384 day-time operation employees in the EGAT Headquarter.

The questionnaires in the study have four parts ; Personnel characteristic data , perceptual of organizational justice data , organizational citizenship behavior data and stress in the working data. Data analysis was done with computer software program SPSS for windows , Pearson product moment correlations by comparison with mean , percent for sample cluster. The results of this study was shown that

1. Employees have a moderate all of perception of organizational justice. They have a few perception in terms of distributive justice. They have the most perception in terms of procedural justice.

2. Employees have generally perception of organizational citizenship behavior. Courtesy, sportsmanship and consciousness have measured in the high level . Attrition and civic virtue have measured in the middle level.

- 3 Employees have a moderate perception stress in the working.

4. Perception of organization justice in interaction justice has a positive significant correlation with the organization citizenship behavior ($r = 0.129$, $p < .05$) Procedural justice and systemic justice has no significant correlation with organizational citizenship behavior/

5. Perception of organization justice has a negative significant correlation all of stress in the working ($r = -0.281$, $p < .01$)

6. Stress in the working has no significant correlation with organizational citizenship behavior.