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## 25. THE EFFECT OF PERCEIVED ORGANIZATIONAL JUSTICE ON EMPLOYEE SILENCE: A STUDY AMONG FACULTY IN HIGHER EDUCATION INSTITUTIONS IN CHANDIGARH

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**THE EFFECT OF PERCEIVED ORGANIZATIONAL JUSTICE ON EMPLOYEE  
SILENCE: A STUDY AMONG FACULTY IN HIGHER EDUCATION INSTITUTIONS IN  
CHANDIGARH\***

BY

**Mandeep Kaur\***

Research Scholar, Panjab University, Chandigarh

### ABSTRACT

**Background:** Staff are expected to contribute to the development of the organization with their knowledge, opinions and suggestions, but they can also be silent. Perceived organizational justice can be important in the decision-making of staff who talk about organizational issues. Organizational justice and employee silence are one of the factors that influence employee performance in an organization. An atmosphere of fairness and justice or perceived justice can influence employee decisions about expressing ideas or keeping silence about organizational issues.

**Purpose:** The purpose of this study is to determine organizational justice and employee silence among faculty members in higher education institutions, and the evaluation of the relationship between them.

**Methods:** The population of this study comprised faculty working in colleges in Chandigarh, and the number of the participants in the sample was determined to be 86 people. The study data was collected by an online survey. Standardized scales of organizational justice and employee silence were used to

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*Jatinder Kaur*

Principal

Guru Gobind Singh College For Women

Sector 26, Chandigarh