

Organizational justice has gained considerable attention in last few decades and has been widely studied because of its sensitive implications towards organization. Among other types of organizational justice, procedural justice has its own distinct place. Procedural justice is the fairness of procedures used in decision making. Organizational justice literature advocates that employees consider procedural justice more important than other types of justice in the organization. However, the factors influencing procedural justice have been underemphasized in literature. Current study strives to explore procedural justice with three factors including, trust, subjective well-being and psychological contract.

Initially, a deep understanding of the topic is developed after studying a number of articles, books and other literature. A competing quantitative model is then developed where psychological contract is taken as a mediator. Data has been collected from a sample of 385 university teachers. The proposed model is then tested using Structural Equation Modeling. For this, AMOS is used to find the model that best fits the data. As reported in this thesis, the proposed model has undergone few modifications and results in a better model fit.

Analysis of the proposed model reveals that trust is positively related to procedural justice and psychological contract. In addition, subjective well-being positively influences psychological contract but is not significantly related to procedural justice. Furthermore, psychological contract doesn't mediate the relationship between trust, subjective well-being and procedural justice.