

Depart

perception. T  
social entity  
rule-observing  
entity justice p  
rule-observing b  
questionnaire. T  
social entity justic  
just  
perception

087 , 93550 ,  
8%, 87.4%

2011-08-19; : 20  
kcms/detail/11.2442.N.20111230.173





,  $\chi^2/$   
Sensitivity

10

④

Kir

1  
0.30  
2 10  
6.48% 1 7  
0.6 “  
2 3  
“ ”,  
1 2  
0.86, 0.91 0.66,  
2  
,  $\chi^2/df=4.23$ , RMSEA=0.14, GFI=0.85;  
, NNFI=0.83, CFI=0.87

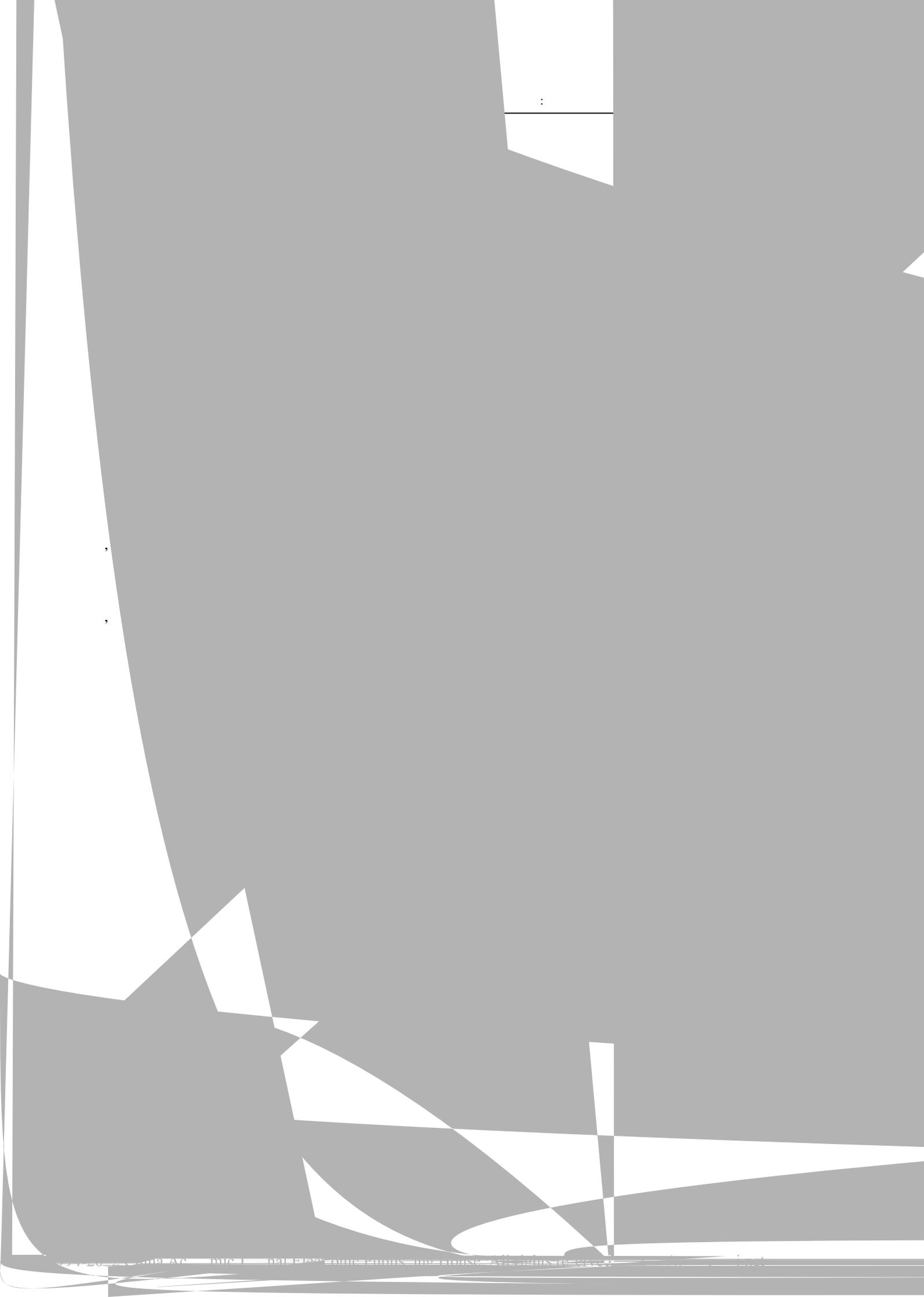
2  
, 1  
, 2  
( $\beta=-0.652$ ,  
 $\Delta R^2=0.399$ ),

PSS16.0 Lisrel8.70

1 2  
, 1 2  
, 3  
( $\beta=0.209$ ,  $p>0.05$ ),

( 1)





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3)

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Weiss <sup>[36]</sup> ,

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**4.4**

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denizens of  
Vocational Be

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moderators of  
and Human D

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justice effects  
Organizational  
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psychological  
Erlbaum Assoc

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regulate ...  
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