

ABSTRACT

Important changes in organizational structures and practices have been taking place over the past several decades that are having a profound effect in the work place. This is due to global competition and the impact of the use of information technology. These two factors have changed the task demands and role definitions in an organization. The aim of this study was to examine the relationship between organizational justice, trust and role breadth self efficacy among managers of Videsh Sanchar Nigam Limited. The sample consisted of 185 managers of Videsh Sanchar Nigam Limited. Almost 79 % of the respondents were males. Each questionnaire included 37 questions for measuring organizational justice, trust and role breadth self efficacy. Demographic factors were also included in each questionnaire for descriptive purposes.

Pearson's correlation and descriptive statistics were used for analyzing demographic factors and finding relationships between organizational justice, trust and role breadth self efficacy respectively. Data was processed by using the statistical package for social sciences. Findings indicated a statistically significant positive relationship between organizational justice, trust and role breadth self efficacy among managers. The findings also revealed that each dimensions of organizational justice such as distributive justice, procedural justice and interactional justice showed a positive relation to role breadth self efficacy. It has been recommended that, based on the findings Videsh Sanchar Nigam Limited can develop a skill inventory department for recording employee's skill levels. Future research could investigate other variables such as personality, job satisfaction and commitment, which might enhance role breadth self efficacy.