

## **Impact of Organizational Justice and Job Satisfaction on Organizational Citizenship Behavior: A Study of Executive Level Employees in Sadaharitha Plantations Limited**

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Organizational citizenship behavior of employees is essential for organizations to face rigorous competition in the industry. Accordingly, the main objective of this study was to investigate the impact of organizational justice on organizational citizenship behavior and further investigate the mediating effect of job satisfaction on the above relationship. This study is undertaken among executive-level employees at Sadaharitha Plantations Limited in Sri Lanka. To address the research problem, four hypotheses were formulated using the deductive approach. Data collected for the research were primary data. Primary data were collected through a structured questionnaire developed using well-accepted, standard measures. Data were collected using the simple random sampling technique by accessing the employee database of the Sadaharitha Plantation Limited. Results confirmed that there is a significant positive impact of organizational justice on organizational citizenship behavior. The results of the study also confirmed the mediation effect of job satisfaction on the relationship between organizational justice and organizational citizenship behavior.

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