

**Effect of Organizational Justice on Employee Job Performance:  
Mediation Role of Employee Empowerment in InQube Solutions (Pvt)  
Limited Ranala, Sri Lanka**

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This study aimed to examine the relationship between organizational justice and employee job performance among the operational level employee in a selected apparel company named InQube Solutions (Pvt) Ltd. Organization justice is explained under three dimensions: Procedural justice, distributive justice, and interactional justice. A sample of 78 operational level employees in different section of the company is selected for the survey and data is statistically tested by SPSS package. Cronbach's alpha and exploratory factor analysis were involved for testing reliability and validity of the study and correlation and regression were involved for testing Hypotheses. Correlation analysis results indicate that there is a no significant relationship between organization justice and employee job performance and regression analysis is statically proved there is not direct impact between independent variable and dependent variable. However, result of correction indicates mediating effect has significant relationship between independent and dependent variable. And regression analysis indicates there is 8.4% impact of employee empowerment on organization justice and employee job performance. The present study could facilitate and provide a guideline to consider implementation of practical applications regarding enhancing the employee job performance. Findings of the study have the potential of practical implication for managers and employees alike where they can increase employee job performance in operation level employee through empowering their employees. In a conclusion, the current study concludes by declaring that employee empowerment can consider as a full mediator.

***Keywords:*** *Employee Empowerment, Job Performance, Organizational Justice*

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