

## PROCEDURAL JUSTICE AND EMPLOYEE PERFORMANCE

PEACE UDEKAIBIYEOMIE<sup>1</sup> & BOSEDE OLUGBENGA DAVID-ALONGE<sup>2</sup>

*Salvation Ministries, Port Harcourt, Rivers State, Nigeria.*

### ABSTRACT

*The study examines procedural justice and employee performance of government Universities in Port Harcourt, Rivers State, Nigeria. Procedural justice was measured with policies and rules, while employee performance was measured with quality of work and efficiency. The instrument was a questionnaire. The population comprises 5002 non-academic staff and a sample of 315 was determined with Krejcie and Morgans (1970) table. Simple random sampling technique was used, and Spearman's rank correlation coefficient was used for the analyses. A positive connection exists amid policies, rules and employee performance*

**KEYWORDS:** *Procedural Justice, Employee Performance, Policies, Rules, Service quality and Efficiency.*

**Received:** Jun 17, 2022; **Accepted:** Jul 07, 2022; **Published:** Jul 30, 2022; **Paper Id:** IJHRMRDEC20222