



# **Organizational Justice and Employees' Turnover Intention Among: An Emperical Evidence from Nepalese Private Commercial Banks**

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## **Abstract**

*In this 21<sup>st</sup> century, the success of an organization depends on dynamic and diverse factors. One of these factors is organization justice. We can consider this as an important component that helps a firm or an organization to be healthy in long run. Similarly, Banking sectors are one of the major fragments in the financial sectors in an economy, thus in Nepal. To make these banking organizations competitive in this rapidly changing competitive business environment, one of the vital elements is Human resource. Given the importance of HRM, justice perception in the workplace and related employee attitude towards turnover is important aspect. This research study focuses on the perceptions of justice in an organization and its influences on employees' turnover intention. Particularly this study focuses to the banking industry in Nepal. A survey method is used to collect the data from multiple banking organizations in Nepal. CFA and SEM techniques are carried out to evaluate the influence of three justice system on employees' turnover intention. The research concludes showcasing the negative effects of organizational justice on the turnover behavioral decision of an employee in banking industry in Nepal.*

**Keywords:** *Organizational Justice, Distributive Justice, Procedural justice, Interactional Justice, Turnover Intentions, Nepal, CFA, SEM.*

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