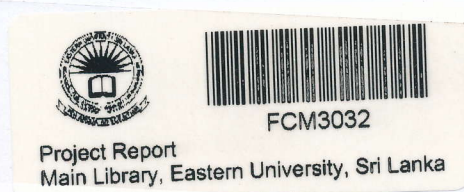


**IMPACT OF ORGANIZATIONAL JUSTICE ON HAPPINESS AT
WORK IN EDUCATION SECTOR OF BATTICALOA: THE
MEDIATING ROLE OF EMOTIONAL WAGE**



By:

SOMASUNTHARAM JANUSH

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ABSTRACT

This study investigates the relationship between organizational justice and happiness at work with the mediating role of emotional wage in the education sector in Batticaloa. This study was implemented with of independent variable in organizational justice. Emotional wage functioned as a mediator between independent variable and dependent variable; independent variables organizational justice and dependent variable are happiness at work. This study eliminates the empirical knowledge gap in the Batticaloa area regarding this topic.

Using a structured questionnaire the data was collected from 250 employees in the education sector in Batticaloa. And the collected data was analyzed by using descriptive statistics, correlation, and mediating analyses.

The findings reveal that organizational justice and are in high level among the respondents. And happiness at work is also high level among the respondents. The analyses stated the positive relationship between the organizational justice and happiness at work, the positive relationship between the organizational justice and emotional wage and the positive relationship between happiness at work. And emotional wage has been found to cast a mediating effect on the relationship between organizational justice and happiness at work.

Keywords: *Organizational Justice, Happiness at Work, Emotional Wage.*

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