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Employee cynicism and Locus of control impact on the Job attitude : A mediation and moderated verification

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ABSTRACT
The general industries recruit employees, they will do investigation for personal traits. That is to predict the degree of job attitude. But ignore the cynical attitude based on the accumulation of learning and experiences at work. The cynical attitudes indirectly cause employees low job involvement. The topic of study is to discuss the influence of organizational justice for employees cynicism and job attitude. Furthermore, it discussed if the locus of control will affect the job attitude. After verification by using the moderated structural equation model, it is observed that reciprocals between organizational justice with locus of control show significantly positive influence.

KEYWORDS: Organizational Justice, Employee cynicism, Job attitude, Locus of Control