

Title	Impact of Organizational Justice, Organizational Support on Employee Engagement-Case of 5 Companies in China
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Abstract

The objectives of this research were: 1) to study on organizational justice, organizational support, and employee engagement lay a theoretical foundation, and a conceptual framework is derived for this study 2) to analyze indicate that organizational justice and support positively impact employee engagement, and 3) to propose the principle of fairness and reasonableness when formulating various systems, strengthening the sense of organizational support for employees, and letting employees realize that they have received fair treatment and due respect and recognition to improve their dedication and bring high benefits to the enterprise.

The research results revealed that:1) The study is findings indicate that organizational justice and support positively impact employee engagement. 2) This research has further enriched the theories of organizational justice, organizational support, and employee engagement and has specific theoretical contributions. Thus, the enterprise recommended following the principle of fairness and reasonableness when formulating various systems, strengthening the sense of organizational support for employees, and letting employees realize that they have received fair treatment and due respect and recognition to improve their dedication and bring high benefits to the enterprise. This study mainly focuses on self-evaluation to measure various scales, which may have a particular impact on the measured data, so the representativeness of the data needs further study.

Keywords: organizational justice, organizational support, employee engagement