ABSTRACT

The purpose of our study is to investigate the work-related phenomena among employees who are working at the Accommodation and Maintenance Institutions for the Disabled. Our research subject is based on a stratified sampling of organizational scales, which is drawn 228 samples of the Accommodation and Maintenance Institutions for the Disabled, while making the employees in the drawn institutes as the subject of questionnaire distribution, in which the valid samples are 391 persons, the data analyses are adopted of Descriptive Statistics, Factor Analysis, Reliability, Independent Sample of t-test, ANOVA, Pearson Product-Moment Correlations and Regression in order to investigate the relationships among Psychological Contract, Organizational Justice, and Organizational Commitment. The major findings of our study are concluded as follows:

1. There is a very significant difference of positive correlation between Psychological Contract and Organizational Justice with the employees working at the Accommodation and Maintenance Institutions for the Disabled.
2. There is a very significant difference of positive correlation between Psychological Contract and Organizational Commitment with the employees working at the Accommodation and Maintenance Institutions for the Disabled.
3. There is a very significant difference of positive correlation between Organizational Justice and Organizational Commitment with the employees working at the Accommodation and Maintenance Institutions for the Disabled.
4. The senior employees are more dedicated and with a higher sense of appreciation to the organization, in comparison with the junior employees.

Keywords: Psychological Contract, Organizational Justice, Organizational Commitment, Accommodation and Maintenance Institutions for the Disabled

STUDY BACKGROUND AND MOTIVATION

When the eyes of social concern are centered on those being cared—weak social groups such as seniors, children, and the handicapped in our society, are there any more thoughts being put on the caretakers? There is a particular group of workers among those caretakers, while those being cared under some circumstances can not be watching over by their relatives, they in turn have to entrust organization for taking over such job, for which mainly are employees working at the Accommodation and Maintenance Institutions for the Disabled as well as being the investigated subject of our research.

There are very few of related documentaries for the research of employees working at the Accommodation and Maintenance Institutions for the Disabled in the country. There are even fewer of documentaries to have the employees working at the Accommodation and Maintenance Institutions for the Disabled as the research subject, and as indicated in the paper of Mr. Fan Ying Tao in 2002, there are only two papers which are “The Research of Job Satisfaction from Employees of the Accommodation and Maintenance Institutions for the Retarded” and “The Research of Job Pressure from Employees of the Accommodation and Maintenance Institutions for the Retarded as Well as of Ways on How They Cope With It” published in 1993 and 1994 by Mr. Tung Shi Ho and Mr. Jung Jen Huang respectively. Moreover, most of the researches within the government are also focused on the handicapped themselves, and there is only one paper from Mr. Fan Ying Tao of “The Needs Investigation of the Employees from the Welfare Institutions for the Disabled.”
Handicapped” aimed on the study of the caretakers, as a result, whether or not to be able to provide more beneficial researches to the management persons constructs our motivation for the study.

**The Research Issues and Purposes**

According to the above mentioned study background and motivation, the research issues and purposes can be described as the following:

1. To investigate the variable of individual background in the relationships among Psychological Contract, Organizational Justice, and Organizational Commitment.
2. To investigate the relationship between Psychological Contract and Organizational Justice.
3. To investigate the relationship between Psychological Contract and Organizational Commitment.
4. To investigate the relationship between Organizational Justice and Organizational Commitment.
5. To investigate the interactions of Psychological Contract and Organizational Justice and how the relationship between the interactions and Organizational Commitment are.

**The Research Process Flow**

The research process flow is as the following to proceed the study accordingly:

1. The outlines of research subjects- research background, research motivation, and research purpose.
2. The investigations of related documentaries- the related studies of Psychological Contract, the related studies of Organizational Justice, and the related studies of Organizational Commitment.
3. The designs of research methods- to ensure the construction of the study, to set up the hypotheses of the study, to perform questionnaire investigations, and to determine the methods for analyses.
4. The distributions and recoveries of questionnaire-actual sampling investigations, and data compiled for coding.
5. The analysis and conclusion from the research- to analyze the data as well as to make explanations, then to examine the hypotheses, and conclusion with the results, in turn to offer suggestions.

**The Construction of the Research**

According to the motivation and purpose of our research, and after the investigation in accordance with the documentaries of the second chapter, we have proposed the conceptual construction of our study, shown as Graph 1, which the recognition of Psychological Contract as self variable, Organizational Justice as interrupted variable, and Organizational Commitment as dependent variable from employees working at the Accommodation and Maintenance Institutions for the Disabled.

**The Hypotheses of the Research**

The research is through the study of questionnaire investigation, to make analysis in order to understand the relationships of recognition in the Psychological Contract, Organizational Justice, and Organizational Commitment with the employees working at the Accommodation and Maintenance Institutions for the Disabled. According to the construct of our research, we have come up with the following research hypotheses.

Hypothesis 1: There is no significant difference of Psychological Contract felt by the employees working at the Accommodation and Maintenance Institutions for the Disabled with different individuality.

Hypothesis 2: There is no significant difference of Organizational Justice felt by the employees working at the Accommodation and Maintenance Institutions for the Disabled with different individuality.

Hypothesis 3: There is no significant difference of Organizational Commitment felt by the employees working at the Accommodation and Maintenance Institutions for the Disabled with different individuality.

Hypothesis 4: There is no significant difference between Psychological Contract and Organizational Justice.

Hypothesis 5: There is no significant difference between Psychological Contract and Organizational Commitment.

Hypothesis 6: There is no significant difference between Organizational Justice and Organizational Commitment.

Hypothesis 7: There is no significant difference in the relationships between the interactions of Psychological Contract and Organizational Justice as to Organizational Commitment.
The Subject of Our Research

Our research investigates the relationships of recognition with the related issues in the Psychological Contract, Organizational Justice, and Organizational Commitment for the employees working at the Accommodation and Maintenance Institutions for the Disabled, which is targeted the employees working at Accommodation and Maintenance Institutions for the Disabled in the welfare organizations of Taiwan areas. While on the aspects of sample selections and sampling design, to draw samples of 228 Accommodation and Maintenance Institutions for the Disabled based on a stratified sampling of organizational scale, which the employees working in those selected institutions in the sampling are our distribution subject of the questionnaire, and after the distributions of the questionnaire, we have requested all the human resource departments to be responsible of distributions and recoveries.

The Methods of Data Analysis

After the recoveries of the questionnaire for our study, we have made eliminations of the invalid questionnaire such as incomplete answers, and contradictory answers, we then make codes for the valid questionnaire, to input data for registration by using statistical software of SPSS 10.0 for Windows, later to proceed with data analysis, and our research has used statistical methods as below:
1. Descriptive Statistics Analysis
2. Factor Analysis
3. Reliability Analysis
4. Independent Sample t-test
5. Single Factor ANOVA
6. Pearson Product-Moment Correlations
7. Regression Model Analysis

The Restrictions of Our Research

The questionnaire adopted by our research is in accordance with the questionnaire developed by the scholars in the country and abroad as well as being compiled up by the opinions of expertise scholars, which its reliability is being put to pilot tests for proving to meet standards, and while there are still subjective and objective factors in reality, the study results are still with some kinds of restrictions.

1. Our research subject is on the employees working at the Accommodation and Maintenance Institutions for the Disabled, and our subject of questionnaire distribution is only aimed at the employees, as a result, there is a restriction of insufficiency on the sampling.
2. Because of limited sampling coverage and recovery ratio in our research, we need to make further study if our research results are covered all the employees working at the Accommodation and Maintenance Institutions for the Disabled.
3. The data collection of our research is having a representative from each institution to request the person being interviewed to fill the questionnaire, as a result, there are chances of deviations during the filling up process, in turn to cause the limitation of inference deviations.
4. Our research is only aimed at the Accommodation and Maintenance Institutions for the Disabled, and can not make comparison with other industries, as a result, our research results can not make inference for other industries.

THE PILOT TEST AND FACTOR ANALYSIS

To aim at quantification table of psychological contract, quantification table of organizational justice, and quantification table of organizational commitment, we have made analyses as below:

1. The Reliability and Efficiency Analysis for quantification table of psychological contract

After actually proceeding Factor Analysis with quantification table of psychological contract, the result of Kaiser-Meyer-Olkin Measure of Sampling Adequacy is reaching 0.863 which represents the correlation to be good and is suitable to proceed with Factor Analysis. In addition, Bartlett's Test of Sphericity value as 881.349, with degree of freedom as 153, is also reaching significance (significant standard as 0.000), which represents the related coefficient to be enough for the usage of drawing factors with Factor Analysis.

After actually proceeding Reliability estimation with all constructs of quantification table of psychological contract, the analysis result is in discovery that the similarity of quantification table of psychological contract is still high, and the internal consistency coefficient (α coefficient) is 0.9432, which show the internal consistency of the overall quantification table is still good. The Cronbach’s α coefficient of each quantification table is 0.9320, 0.8703, and 0.8948 respectively, and after the instructions of scholars and experts, we have aimed at Question 19 to proceed further with Factor Analysis of Principal Component factor drawing and Varimax of Orthogonal Rotation; moreover, two factors on the quantification table of original questionnaire are becoming four factors after Factor Analysis, while considering the fourth factor is only including Question 7, which is covered with too few of question numbers and is not suitable to form a factor alone, as a result, the researcher takes consideration to make elimination of the question, and proceeds Factor Analysis the second time.

The remaining balance of 18 questions with the elimination of Question 7 are becoming three factors after proceeding with Factor Analysis of Principal Component factor drawing and Varimax of Orthogonal Rotation, and while taking consideration the meaning of quantification table of psychological contract, we have renamed the three
factors as: Organizational Obligation (explained variance as 29.713%), Employee’s Obligation (explained variance as 22.377%), and Human Management (explained variance as 19.911%), to then proceed the examination of internal consistency, which the overall Cronbach’s α coefficient as 0.9458 shows the internal consistency of the quantification table to be still good, moreover, the internal consistency coefficient of each factor is 0.9412, 0.8824, and 0.8780 respectively, which shows the quantification table to be with quite good factors of Reliability.

2. The Reliability and Efficiency Analysis for quantification table of Organizational Justice

(1) On the Part of Salary Justice

After actually proceeding Factor Analysis of quantification table to become 5 factors, in which the fourth factor is only including Question 3 and Question 5 with too few of question numbers in coverage, and is not suitable to form a factor alone, as a result, the researcher takes consideration to make elimination of the two questions, and proceeds Factor Analysis the second time. After proceeding Factor Analysis of quantification table to become 4 factors, in which the fourth factor is only including Question 16 and Question 19 with too few of question numbers in coverage, and is not suitable to form a factor alone, as a result, the researcher takes consideration to make elimination of the two questions, and proceeds Factor Analysis the third time. The result of Kaiser-Meyer-Olkin Measure of Sampling Adequacy is reaching 0.800 which represents the correlation to be good and is suitable to proceed with Factor Analysis. In addition, Bartlett's Test of Sphericity value as 841.458, with degree of freedom as 153, is also reaching significance (significant standard as 0.000), which represents the related coefficient to be enough for the usage of drawing factors with Factor Analysis.

After actually proceeding Reliability estimation with all constructs of quantification table of Salary Justice, the analysis result is in discovery that the similarity of quantification table of Salary Justice is still high, and the internal consistency coefficient (α coefficient) is 0.9246, which show the internal consistency of the overall quantification table is still good. Moreover, the Cronbach’s α coefficient of internal consistency for each factor is 0.9460, 0.8315, and 0.6986 respectively, which shows the quantification table to be with quite good factors of Reliability.

Aiming the remaining balance of 18 questions with the elimination of Question 3, Question 5, Question 16, and Question 19, to proceed with Factor Analysis of Principal Component factor drawing and Varimax of Orthogonal Rotation, and five factors on the quantification table of original questionnaire are becoming three factors after Factor Analysis, while taking consideration the meaning of quantification table of Salary Justice, we have renamed the three factors as: Salary Distribution Justice (explained variance as 36.845%), Salary Process Justice (explained variance as 19.625%), and Salary Interactive Justice (explained variance as 12.477%). Moreover, the Interactive Justice defines as human interactions during the social process that is the recognition of the employees to be treated fairly with the processes of organizational decisions; while the management persons can treat the employees with respect and a sincere attitude during the processes of organizational decisions.

(2) On the Part of Promotional Justice

After actually proceeding Factor Analysis of quantification table to become 5 factors, in which the Factor Loading of Question 15 in the fifth factor is a bit lower, as a result, the researcher takes consideration to make elimination of the question, and proceeds Factor Analysis the second time. After proceeding Factor Analysis of quantification table to become 5 factors, in which the fourth factor is only including Question 16 and Question 21 with too few of question numbers in coverage, and is not suitable to form a factor alone, as a result, the researcher takes consideration to make elimination of the two questions, in which the fifth factor is only including Question 17 and Question 18 with too few of question number in coverage, and is not suitable to form a factor alone, as a result, the researcher takes consideration to make elimination of the two questions, and proceeds Factor Analysis the third time. After proceeding Factor Analysis of quantification table to become 3 factors, in which the Factor Loading of Question 9 in the third factor is a bit lower, as a result, the researcher takes consideration to make elimination of the question, and proceeds Factor Analysis the fourth time. The result of Kaiser-Meyer-Olkin Measure of Sampling Adequacy is reaching 0.837 which represents the correlation to be good and is suitable to proceed with Factor Analysis. In addition, Bartlett's Test of Sphericity value as 773.284, with degree of freedom as 120, is also reaching significance (significant standard as 0.000), which represents the related coefficient to be enough for the usage of drawing factors with Factor Analysis.
After actually proceeding Reliability estimation with all constructs of quantification table of Promotional Justice, the analysis result is in discovery that the similarity of quantification table of Promotional Justice is still high, and the internal consistency coefficient (α coefficient) is 0.9327, which show the internal consistency of the overall quantification table is still good. Moreover, the Cronbach’s α coefficient of internal consistency for each factor is 0.9376, 0.8399, and 0.7957 respectively, which shows the quantification table to be with quite good factors of Reliability.

Aiming the remaining balance of 16 questions with the elimination of Question 9, Question 15, Question 16, Question 17, Question 18 and Question 21, to proceed with Factor Analysis of Principal Component factor drawing and Varimax of Orthogonal Rotation, and five factors on the quantification table of original questionnaire are becoming three factors after Factor Analysis, while taking consideration the meaning of quantification table of Promotional Justice, we have renamed the three factors as: Promotional Distribution Justice (explained variance as 34.260%), Promotional Process Justice (explained variance as 22.033%), and Promotional Interactive Justice (explained variance as 15.424%).

3. The Reliability and Efficiency Analysis for quantification table of Organizational Commitment

After actually proceeding Reliability estimation with all constructs of quantification table of Organizational Commitment and after actually proceeding Factor Analysis of quantification table to become 4 factors, in which the Factor Loading of Question 6 in the first factor is a bit lower, as a result, the researcher takes consideration to make elimination of the question, and proceeds Factor Analysis the second time. After proceeding Factor Analysis of quantification table to become 4 factors, in which the third factor is only including Question 11 and Question 14 with too few of question numbers in coverage, and is not suitable to form a factor alone, as a result, the researcher takes consideration to make elimination of the two questions, and proceeds Factor Analysis the third time. The result of Kaiser-Meyer-Olkin Measure of Sampling Adequacy is reaching 0.839 which represents the correlation to be good and is suitable to proceed with Factor Analysis. In addition, Bartlett's Test of Sphericity value as 434.075, with degree of freedom as 78, is also reaching significance (significant standard as 0.000), which represents the related coefficient to be enough for the usage of drawing factors with Factor Analysis.

After actually proceeding Reliability estimation with all constructs of quantification table of Organizational Commitment, the analysis result is in discovery that the similarity of quantification table of Organizational Commitment is still high, and the internal consistency coefficient (α coefficient) is 0.8794, which show the internal consistency of the overall quantification table is still good. Moreover, the Cronbach’s α coefficient of internal consistency for each factor is 0.9026 and 0.7678 respectively, which shows the quantification table to be with quite good factors of Reliability.

Aiming the remaining balance of 13 questions with the elimination of Question 6, Question 11, Question 12, Question 14, and Question 15, to proceed with Factor Analysis of Principal Component factor drawing and Varimax of Orthogonal Rotation, and four factors on the quantification table of original questionnaire are becoming two factors after Factor Analysis, while taking consideration the meaning of quantification table of Organizational Commitment, we have renamed the two factors as: Continual Commitment (explained variance as 40.712%), and Emotional Commitment (explained variance as 21.957%).

THE ANALYSIS OF RESEARCH RESULTS

The Characteristic Analysis of Samples in Recovery

(1) The Recovery Situation of Samples

The research is targeted employees who are working at the Welfare Institutions for the Handicapped in the Taiwan Areas as the distribution subject of questionnaire, with a total distribution of 1,000 copies, 414 copies in recovery, and the total recovery ratio is 41.4%, in which there are 23 copies are eliminated due of incomplete answers, the valid questionnaire is 391 copies, and the valid recovery ratio is 94.44%. Please refer Table 1 to see the recovery situation of samples.

(2) The Reliability Examination of Questionnaire

After formally performing examinations of all quantification table in the research, to again use Cronbach’s α coefficient in testing their reliability to the relative coefficient of total categories, while all the constructs of total reliability of the overall quantification table with Cronbach’s α coefficient as 0.9738, moreover, after examination result,
all the constructs of the Psychological Contract quantification table with Cronbach’s α coefficient as 0.9394; after examination result, all the constructs of the Organizational Justice quantification table with Cronbach’s α coefficient as 0.9662; after examination result, all the constructs of the Organizational Commitment quantification table with Cronbach’s α coefficient as 0.8749, furthermore, while the constructs of all quantification tables are above 0.87, needless to say that the internal consistency standard and the similarity of all quantification tables are still high.

Table 1: Table for the Recovery Situation of Samples

<table>
<thead>
<tr>
<th>Questionnaire Copies in Distribution</th>
<th>Questionnaire Copies in Recovery</th>
<th>Recovery Ratio</th>
<th>Invalid Questionnaire Copies</th>
<th>Valid Questionnaire Copies</th>
<th>Valid Recovery Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>1000</td>
<td>414</td>
<td>41.4%</td>
<td>23</td>
<td>391</td>
<td>94.44%</td>
</tr>
</tbody>
</table>

The Descriptive Statistic Analysis of Each Research Variable

(1) Psychological Contract

As for Psychological Contract, its average value is 3.8582 belonging to medium level range. While the scoring on the construct of Employee’s Obligation at 4.2016 is higher than those of Organizational Obligation at 3.6228 and of Human Management at 3.8139, we can understand that Employee’s Obligation is a bit higher than Organizational Obligation and Human Management in the Welfare Institutions for the Handicapped.

(2) Organizational Justice

As for the feelings of Organizational Justice, its average value of each question is 3.4189, around medium level range, and we can understand that the organizational justice of job characteristic for employees in the Welfare Institutions for the Handicapped is in medium level. Among its six constructs, the scoring on the construct of Salary Distribution Justice is the highest at 3.6831, which indicates the employees working in the Welfare Institutions for the Handicapped to believe that the Salary Distribution Justice is primary in the Organizational Justice of Institutes; among its constructs, the scoring on the construct of Salary Interactive Justice is the lowest at 2.8474, which indicates the employees working in the Welfare Institutions for the Handicapped have not got recognition in the Salary Interactive Justice by comparison.

(3) Organizational Commitment

As for Organizational Commitment, its average value is 3.6158, and is belonging to medium level range. While the scoring on the construct of Emotional Commitment at 3.8107 is higher than that of Continual Commitment at 3.5291, we can understand that the employees working in the Welfare Institutions for the Handicapped have put more emphasis on the Emotional Commitment than Continual Commitment in the Organization.

3. The Results of Actual Testing

Hypothesis (1): There is no significant difference of psychological contract felt by the employees working at the Accommodation and Maintenance Institutions for the Disabled with different individuality. (sex, age, marital status, education level, job description, and years in service).

Testing Result: Partially True.

Hypothesis (2): There is no significant difference of organizational justice felt by the employees working at the Accommodation and Maintenance Institutions for the Disabled with different individuality (sex, age, marital status, education level, job description, and years in service).

Testing Result: Partially True.

Hypothesis (3): There is no significant difference of organizational commitment felt by the employees working at the Accommodation and Maintenance Institutions for the Disabled with different individuality (sex, age, marital status, education level, job description, and years in service).

Testing Result: Partially True.

Hypothesis (4): There is no significant difference between psychological contract and organizational justice with the employees working at the Accommodation and Maintenance Institutions for the Disabled.

Testing Result: False.
Hypothesis (5): There is no significant difference between psychological contract and organizational commitment with the employees working at the Accommodation and Maintenance Institutions for the Disabled.
Testing Result: False.

Hypothesis (6): There is no significant difference between organizational justice and organizational commitment with the employees working at the Accommodation and Maintenance Institutions for the Disabled.
Testing Result: False.

Hypothesis (7): There is no significant difference in the relationships between the interactions of psychological contract and organizational justice as to organizational commitment with the employees working at the Accommodation and Maintenance Institutions for the Disabled.
Testing Result: Partially True.

THE CONCLUSION AND RECOMMENDATION

The chapter is mainly with additional testing to the research hypotheses of the paper, summing up the research results to come up with important conclusions, and finally offering recommendations for the reference of later researchers and of management on the actual practices.

The Research Findings
(1) There is a very significant difference of positive correlation between Psychological Contract and Organizational Justice with the employees working at the Accommodation and Maintenance Institutions for the Disabled

Our research investigations found that there are significant differences of positive correlations shown for the feeling level of constructs such as Organizational Obligations, Employee’s Obligations, and Human Management to each constructs of Organizational Justice, moreover, the Organizational Obligation, Employee’s Obligation, and Human Management with higher levels will have higher sense of Organizational Justice. As a result, the institutes have to provide with good job conditions, environments as well as human management, and put emphasis on the Psychological Contract of employees, in turn to increase a higher sense of Organizational Justice from the employees.

(2) There is a very significant difference of positive correlation between Psychological Contract and Organizational Commitment with the employees working at the Accommodation and Maintenance Institutions for the Disabled

Our research investigations found that there are significant differences of positive correlations shown for the feeling level of constructs such as Organizational Obligations, Employee’s Obligations, and Human Management to each constructs of Organizational Commitment, moreover, the Organizational Obligation, Employee’s Obligation, and Human Management with higher levels will have higher sense of Organizational Commitment. As a result, the institutes have to provide with good job conditions, environments as well as human management, and put emphasis on the Psychological Contract of employees, naturally and subsequently the employees will have a higher sense of Organizational Commitment.

(3) There is a very significant difference of positive correlation between Organizational Justice and Organizational Commitment with the employees working at the Accommodation and Maintenance Institutions for the Disabled

Our research investigations found that there are significant differences of positive correlations shown for the feeling level of constructs such as Salary Distribution Justice, Salary Process Justice, Salary Interactive Justice, Promotional Distribution Justice, Promotional Process Justice, Promotional Interactive Justice to each constructs of Organizational Commitment, moreover, the good and fair systems of salary and promotion will have higher sense of Organizational Commitment. As a result, the institutes have to provide with good and fair systems of salary and promotion in order to upgrade a sense of Organizational Justice from employees, and naturally and subsequently the employees will have a higher sense of Organizational Commitment.

(4) With the findings of our research results, the employees working at the Accommodation and Maintenance Institutions for the Disabled that are married, have longer years in service, and hold jobs with leadership are higher on the recognition, willingness to work, as well as a sense of Organizational Commitment to the institute, moreover, the employees with longer years in service are more dedicated and with deeper sense of recognition to the institutes, in turn their sense of commitment and connected relationship with the institutes will be even closer. On the other
hand, how to promote the sense of recognition and of working together with the employees who are young, single, and holding jobs without leadership is a worthwhile subject for the institutes. In addition, the employees with medium degree of education have more complementary feeling and are willing to give out more to the institutes than those employees of other degrees of education.

**The Research Contributions**

(1) The Contributions on the Academics

After the collections and arrangements of documentaries, to investigate the correlations among Psychological Contract, Organizational Justice and Organizational Commitment, while Psychological Contract, and Organizational Justice might bring better Organizational Commitment. Our research found that Organizational Obligation and Organizational Justice are reaching very significant of positive correlation; our research found that Employee’s Obligation and Organizational Justice are reaching very significant of positive correlation; our research found that Human Management and Organizational Justice are reaching very significant of positive correlation; our research found that Salary Distribution Justice and Organizational Commitment are reaching very significant of positive correlation; our research found that Salary Process Justice and Organizational Commitment are reaching very significant of positive correlation; our research found that Salary Interactive Justice and Organizational Commitment are reaching very significant of positive correlation; our research found that Promotional Distribution Justice and Organizational Commitment are reaching very significant of positive correlation; our research found that Promotional Process Justice and Organizational Commitment are reaching very significant of positive correlation; our research found that Promotional Interactive Justice and Organizational Commitment are reaching very significant of positive correlation; our research found that Organizational Obligation and Organizational Commitment are reaching very significant of positive correlation; our research found that Employee’s Obligation and Organizational Commitment are reaching very significant of positive correlation; our research found that Human Management and Organizational Commitment are reaching very significant of positive correlation.

(2) The Contributions to the Actual Practices

With the employees working at the Accommodation and Maintenance Institutions for the Disabled, the management persons can influence Organizational Commitment by the improvements of Psychological Contract. The Psychological Contract is an issue that has never been taken seriously in the organization, and the handling of Psychological Contract is often being seen as a thing to be overcome by oneself. Our research is targeted the employees working at the Accommodation and Maintenance Institutions for the Disabled as our research subject, and the research results are not only applicable to work on the subjects of other industries, but also helpful to the businesses in taking seriously of issues related to Psychological Contract in the organization. As a result, while the organizations plan the projects of human resources, they should design different human resources management systems to aim at high level or low level of Psychological Contract persons, and to adjust the implementations of human resources management systems according to the actual situations of the employee, especially persons who are younger and junior in the jobs should give them implementations of human resources management systems accordingly.

**The Research Recommendations**

(1) The Recommendations to the Accommodation and Maintenance Institutions for the Disabled

With the Accommodation and Maintenance Institutions for the Disabled, in order to have positive influence on Organizational Justice, we can increase their Organizational Commitment by putting emphasis on the Psychological Contract of Employees.

(2) The Recommendations to Later Studies

a. The Research Subjects can be extended to other industries----our research is targeted the employees working at the Accommodation and Maintenance Institutions for the Disabled as our research subject, and later studies can use other industries as their subjects to make comparison if there is any difference.

b. To investigate the antecedent variable of Psychological Contract----we can understand from the findings of our research that there is influence from Psychological Contract of employees to their Organizational Commitment, as a result, later researchers can make efforts to investigate what the main factors to influence Psychological Contract are, in order to promote efficiently on the positive feelings of Psychological Contract from employees.
c. To develop a more complete research tool— as for the Psychological Contract of Organizational Justice, one should be able to develop separately a quantification table that can evaluate Organizational Justice and Psychological Contract.

d. The research methods can proceed with a method to adopting same weights on quality as well as quantity—our research is adopting investigation method of questionnaire, to proceed analysis quantitatively, and in order to have deeper understanding to Psychological Contract, Organizational Justice, and Organizational Commitment of employees, the future studies can proceed with qualitative research methods at the same time to make the researches be more perfect.

REFERENCES


