

Effects of distributive justice, perceived organisational support and intrinsic motivation on Malaysian volunteer coaches' affective commitment

ABSTRACT

The influence of distributive justice in promoting affective commitment among volunteer coaches may be explained by perceived organisational support and intrinsic motivation. This paper examines the mediation of these psychological processes in relating distributive justice and affective commitment of 165 Malaysian public schools volunteer coaches. Results of structural equation modelling with AMOS analysis indicate that perceived organisation support serves as a mediator between distributive justice and affective commitment. Intrinsic motivation was found insignificantly related with distributive justice. However, both perceived organisation support and coaching intrinsic motivation have similar predictive propensity on affective commitment. Theoretical and practical implications were discussed.

Keyword: Distributive justice; Perceived organisational support; Intrinsic motivation; Volunteer coaches