

ABSTRACT**AN EMPIRICAL INVESTIGATION INTO THE IMPACT OF ORGANIZATIONAL JUSTICE COMPONENTS AND PERSONALITY TRAITS ON INNOVATIVE WORK BEHAVIOR AMONG MYANMAR'S TRAVEL AGENCIES IN MANDALAY**

Zin Lin Phyu

Innovation plays an important role in growth, survival and success of organizations. Organizational justice is very important for the employees because organizational justice is connected with employee's perceptions of justice in the organization. If an employee feels that he is being treated unfairly, his obligation towards performing the job effectively may decrease, performance may affect and ultimately his contribution in work may also decrease. This study proposed to investigate the effect of three dimensions of organizational justice on the innovative work behavior of the employees among Myanmar's travel Agencies in Mandalay. Personality plays an important role in understanding and explaining innovative behavior of the individuals. (Shipton et al., 2005) This study proposed to investigate the effect of five dimensions of personality traits on the innovative work behavior of the employees among Myanmar's travel Agencies in Mandalay. The general objective of the study is to observe the effect of organizational justice components and personality traits on innovative work behavior. To achieve the aims of this study, (150) questionnaires were distributed to the employees of the Myanmar's travel agencies in Mandalay. In this study, we developed a questionnaire to collect the perceptions of employees about the organizational justice, individual personality and innovative behavior of organization in order to test the proposed hypotheses. The items examining the variables require participants to rate on a five-point Likert scale whether they agree or disagree with the statements. The results indicated that only one organization justice components have a significant relationship with innovative behavior which is the interactional justice. The results do not support significant relationship of the other two components (distributive justice and procedural justice) and five personality traits (Openness to experience, Conscientiousness, Extraversion, Agreeableness, Neuroticism) with the innovative work behavior.

Key words; *Organizational justice, Personality Traits, Innovative Work Behavior, Travel agency.*