

# The Effects of Fairness of Airline's Personnel Evaluation on Respect, Discrimination, and Organization Commitment

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**Abstract:** *The purpose of this study is to validate the relationship between impartiality, respect, discrimination and organizational commitment perceived by airline cabin crew, and confirm the path of organizational commitment according to the personnel evaluation fairness result of cabin crew. The study began October 20th 2018 and was concluded on November 20th 2018. 350 surveys were sent out and 320 were included in the final research and report. This study utilizing the survey and statistics, the study came to the following conclusions. First, airline personnel evaluation fairness has an effect on respect. Second, fairness in airline personnel evaluation affects discrimination. Third, respectfulness was found to affect organizational commitment. Fourth, discrimination appeared to affect organizational commitment. Fifth, HR fairness affects organizational commitment. Sixth, emotional inclination will play a role in controlling fairness, respect and discrimination of personnel evaluation.*

**Keywords:** *Fairness of Airline's Personnel Evaluation, Respect, Discrimination, Organization Commitment)*