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First: Problem of the Study and its Importance:

Civil associations seek to the developing in quality of services provided to the community whatever the forms of these services, and giving attention to the quality of services provided in order to be differ from the quality offered by the government in various service projects, which is difficult to achieve with weak salaries obtained by workers in these organizations, and it comes through the emphasis on the need for organizational commitment of workers in Civil associations, by working with conviction and belief in the importance of service provided by the community, because they will also benefited from working in these organizations in various ways.

As well as it has to be a change in the legislations and regulations governing the organizational structure for the work of Civil associations to fit the growing role, and the need for these Civil associations, including help to remove all restrictions and obstacles that hinder their work well.

The success of the organization also requires organizational development to occur on an ongoing basis in order to achieve a high degree of performance, so as to keep pace with the rapid developments at all levels. As the organizational development work to achieve the following:

- Openness in communication.
- Efficiency and effectiveness.
- Enhance productivity.
- Providing the requirements of creativity.
- Encourage collaborative culture.
- Encourage research and continuing education.

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- Encourage participation.
- Enable employees.

Hence the need to strengthen the elements of organizational commitment among workers in Civil associations, and work to satisfy the needs of the beneficiaries so as to achieve social justice and a commitment to equality in the distribution of services, which is reflected on the customers and making them feel sufficiency.

Second: Concepts of the Study:

The study includes a set of concepts, and determined in:

- 1- Social Justice Concept (fair distribution of Services in Civil associations.)
- 2- Organizational Commitment Concept (Cognitive-Moral-Emotional- Continuation).
- 3- Civil associations Concept.

Third: Aims of the Study: The study aims at the following:

- 1- Identify the nature of justice in distribution of services (as one of the dimensions of social justice) in Civil associations from the beneficiaries' point of view.
- 2- Identify the relationship nature between justice in the distribution of services (as one of the dimensions of social justice) and the dimensions of organizational commitment (moral commitment, emotional commitment, cognitive commitment, continuation commitment) from the staff members' point of view.
- 3- Identify the differences nature in Civil associations staff members' perception about organizational commitment (moral commitment, emotional commitment, cognitive commitment, continuation commitment) depending on geographical location (rural/ urban).

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- 4- Identify the interaction effect nature between Civil associations staff members' perception about services distribution justice and geographical location (rural/urban) in organizational commitment dimensions (moral commitment, emotional commitment, cognitive commitment, continuation commitment).

Fourth: Questions of the Study: Questions of the study include:

- 1- What is nature of justice in distribution of services (as one of the dimensions of social justice) in Civil associations from the beneficiaries' point of view?
- 2- What is the relationship nature between justice in the distribution of services (as one of the dimensions of social justice) and the dimensions of organizational commitment (moral commitment, emotional commitment, cognitive commitment, continuation commitment) from the staff members' point of view?
- 3- What is differences nature in Civil associations staff members' perception about organizational commitment (moral commitment, emotional commitment, cognitive commitment, continuation commitment) depending on geographical location (rural/ urban)?
- 4- What is interaction effect nature between Civil associations staff members' perception about services distribution justice and geographical location (rural/urban) in organizational commitment dimensions (moral commitment, emotional commitment, cognitive commitment, continuation commitment)?

Fifth: Methodological Procedures of the Study:

- 1- Type of the Study: analytical descriptive study.
- 2- The method used: social survey by sample to board members, staff and social workers of Civil associations (the study sample).
- 3- Social survey by sample to the beneficiaries of Civil associations services.

Sixth: Tools of the Study:

- 1- A scale applied on the staff members of Civil associations.
- 2- A questionnaire applied on the beneficiaries of Civil associations.

Seventh: Spheres of the Study:

- 1- Sphere of Locality: The study has been applied on (24) Civil associations that were selected by simple random sample.
- 2- Human Sphere: a simple random sample of employees in selected civil Civil associations' at Fayoum Governorate, where the scale has been applied on a number of (160) sample, of whom (87) sample in urban areas, and (73) sample in the countryside.

A simple random sample of beneficiaries of the services of Civil associations, where the meeting form applied on a number of (166) sample, of whom (101) sample in urban areas, and (64) sample in the countryside.

- 3- Temporal Sphere: A period of preparation of the theoretical part, data collection and application the practical part, analyze and draw conclusions were from 12/29/2012 until 30/05/2013.

Eighth: Results of the Study:

1-Results of the first question:

-The proportion of the beneficiaries of the services provided in urban Civil associations is higher than the beneficiaries of the services provided in the rural Civil associations, which indicates the existence of justice in the distribution of services in the Civil associations in urban areas.

-The beneficiaries of urban Civil associations have the opportunity to talk about their needs higher than the beneficiaries of rural Civil associations, which indicates the existence of justice in the distribution of services of urban Civil associations.

-The proportion of beneficiaries that the urban Civil associations provide them with services commensurate with their needs less than the proportion of beneficiaries that the rural Civil associations provide them with services commensurate with their needs.

2- Results for the second question:

-There is a positive significant relationship between justice in the distribution of services and cognitive commitment as the value of the correlation coefficient is equal to (625.0), which significant at the level of 0.01.

-There is a positive significant relationship between justice in the distribution of services and moral commitment as the value of the correlation coefficient is equal to (465.0), which significant at the level of 0.01.

-There is a positive significant relationship between justice in the distribution of services and in terms of emotional commitment that the

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value of the correlation coefficient is equal to (468.0), which significant at the level of 0.01.

-There is a positive significant relationship between justice in the distribution of services and continuation commitment, where the value of the correlation coefficient is equal to (572.0), which significant at the level of 0.01.

3- Results for the third question:

-There are differences in the perception of the staff members of Civil associations of the organizational commitment (moral commitment, emotional commitment, cognitive commitment, continuation commitment) according to geographical location (urban / rural) in the favor of staff members in urban Civil associations.

4 - Results for the fourth question:

-There are statistically significant differences between the staff member in rural Civil associations who are higher in justice distribution of services (and the staff members in urban Civil associations who are lower in justice distribution of services) in the cognitive commitment for the favor of the staff members in rural Civil associations who are higher in justice distribution of services.

-There are statistically significant differences between the staff member in rural Civil associations who are higher in justice distribution of services (and the staff members in urban Civil associations who are lower in justice distribution of services) in the moral commitment for the favor of the staff members in rural Civil associations who are higher in justice distribution of services.

-There are statistically significant differences between the staff member in rural Civil associations who are higher in justice

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distribution of services (and the staff members in urban Civil associations who are lower in justice distribution of services) in the emotional commitment for the favor of the staff members in rural Civil associations who are higher in justice distribution of services.

-There are statistically significant differences between the staff member in rural Civil associations who are higher in justice distribution of services (and the staff members in urban Civil associations who are lower in justice distribution of services) in the continuation commitment for the favor of the staff members in rural Civil associations who are higher in justice distribution of services.