Information Technology is a major industry. It deals with hardware and software, infrastructure services and Digital Business. There were four periods passed through to reach the present age, namely, Pre mechanical, Mechanical, Electromechanical and Electronic age. India is a major sourcing destinations for the IT industry. After 1991 because of the reform IT industry gained a momentum in India. This industry has been broadly classified into three sectors namely Software, IT services, IT enabled services. Software can be divided into application software and system software. IT services refers to application of business and technical expertise and IT enabled services is nothing but outsourcing process that can be enabled with information technology to achieve business strategy and business goals.

This industry is instrumental in economic growth of India and provides direct employment opportunity.

The IT industry has been identified as research area and to make a research on IT industry in particular about the justice perception and satisfaction of employees the following objectives have been identified.

- To Study the levels of organizational justice and Job Satisfaction as perceived by employees in software industry
- Investigate the relationship between employees' perception of organizational justice and Job satisfaction and their personal traits in software industry.

For this research data collection method had been done so as to get response from various respondents on various questions designed on likert scale method. There were 41 questions designed in multiple choice options with indicators namely
strongly disagree, disagree, neither disagree nor agree, Agree and strongly agree. A pilot study was conducted with 50 respondents to study its reliability.

Based on the reliability test conducted, an in-depth study was conducted with 500 respondents. There were 473 out of 500 responded properly with correct reply which had been taken for study. The data available were subjected to various analysis with the help of tools namely One way Anova (Multi variate analysis), Chi Square Test (Bi- variate analysis), T Test and Correlation (relationship between the variables). Hypotheses were identified as $H_0$ and $H_1$ as Null hypothesis and Alternative Hypothesis respectively.

In all the above statistical tools, the $P$ value is considered as significant if it is $= 0.05$ and highly significant if it is $<=0.05$ and no significant if it is more than $>=0.05$

All these tests were conducted to study the effect of Organizational Justice perception on Job Satisfaction among Indian Software Employees.

**Key Words:** Organizational justice, Distributive justice, Procedural Justice, Interactional justice, Job Satisfaction.