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Research Article

A Novel Enhanced Deep Generative AI Framework for Evoking Organizational Justice in an Educational Institutions

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ABSTRACT

In the contemporary institutional landscape, maintaining the organizational justice for reshaping the traditional practices remains to be real challenge among the administrators. This hurdles the corporates and institutions for increasing their positive attitude of employees to move towards their commitments with the zero-false rates. As the Artificial Intelligence (AI) system has been integrated in the institutions, it engenders profound changes in organizational justice and work practices. These intelligent systems aids in analysing the employees performance data to provide the non-biased rewards and well establishes their work-life balances. This act as fair performance evaluation system in maintaining the organizational justice between the working employees and the authorities. But, incorporating these AI techniques in the organization needs to be recapped with the accuracy, robustness and reliability. To solve the aforementioned challenge, this research demonstrates the usage of fine-tuned generative AI framework for maintaining the organizational justice in the educational institutions. This AI system proposes the fine-tuned learning model with the Deep Seek R1 as the baseline architecture. The proposed framework consists of four important parts: 1) Data Collection Process 2) Data –Processing 3) Generative AI Framework 4) Recommendation System. In the first stage, 100 questionaries' from the different educational institutions under Osmania University was collected. This data is used to design the fine-tuned Deep Seek R1model as the major core to recommend to maintain the organizational culture among the employees. The proposed framework was designed using Pytorch libraries. The suggested framework was evaluated and performance metrics such as accuracy, precision, recall, specificity and F1-score are calculated and compared with the traditional system. Experimental Outcomes demonstrates that this framework has outperformed the other existing methods and proved its vital role in deploying the broader lime light of AI entanglements on academic institutional structures.

Keywords: Organizational Justice, Artificial Intelligence, Work-Life balance, DeepSeek –R1, Generative AI framework.

1.Introduction

Organizational Justice involves the acumen and evaluation of fairness, justice in the treatment and handling of others by authorities with in the organization[1]. It is the notion of whether people treat others fairly and justly in the process of allocating resources, making decisions, exercising power, and interacting within an organization. Furthermore, the relationship between job performance and employees' attitudes such as professional identity , emotional behaviour and perceived justice. With the implementation of proper organizational justice, employees shed their time and energy into their jobs and hale the organization into the flying colors[2-5].

Social Exchange theory was used by many researchers to implement the organizational justice to improve the employee mindsets[6]. Explaining the impact of organizational justice through the lenses of social exchange theory is based on the idea that employees in just and fair organizations are more committed to and satisfied with their jobs and organizations, primarily because organizations demonstrated commitment to their employees and satisfied them by providing fair rewards. Figure 1 demonstrates the broad classification of the organizational culture. As shown in

Figure 1 , three categories of the culture are imparted in the organization which pays the path of AI integration for the better implementation of the organizational culture.[7-9]

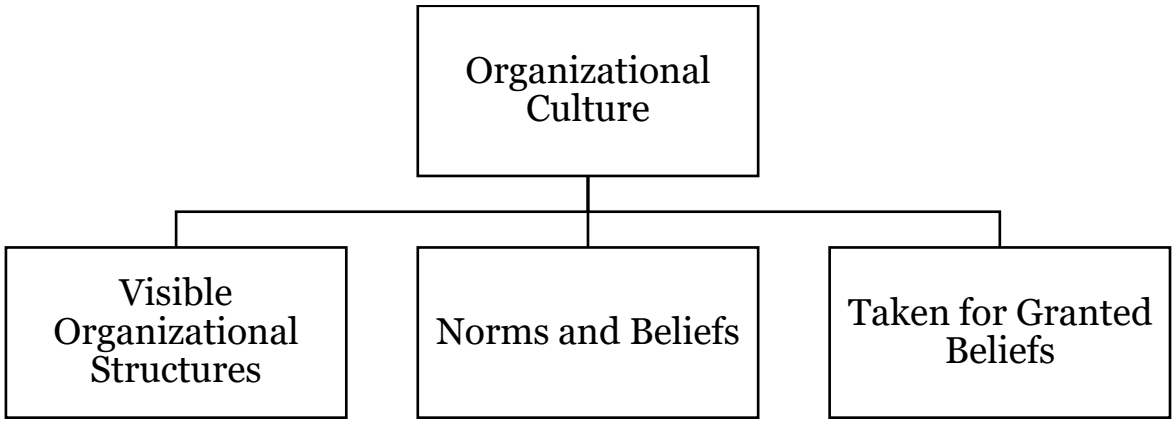


Figure 1 Categories of Organizational Cultures as discussed in [7]

Artificial Intelligence technologies are introduced into organizational workflows that increases the performance of the employees. The AI-driven automations of routine tasks can streamline process, improve efficiency and maintains work-life balance in organization[10-15]. The realization of organizational justice through AI primarily seen through its ability to enhance decision-making processes, improves efficiency and ensure impartiality. The concept of AI fairness is crucial in organizational justice which involves assessing and attaining fairness in AI-driven decisions, focusing on outcome-based and process-based fairness. This requires a balance between technical AI advancements and organizational justice principles.

1.1 Problem Structure

Though the AI offers significant potential to enhance organizational justice, there arises the need for developing the most comprehensive framework that integrate cognitive AI with justice principles to ensure fair and transparent decision making process[10-12]. Hence the AI system is to be designed for influencing the organization's perception of fairness and trust thereby building the work-life balance culture of their respective employees.

1.2 Research Contribution

Motivated by the aforementioned problem, this research paper proposes the novel fine-tuned Generative AI driven intelligent framework that enhances the decision making process, Professional dynamics, and the overall work culture. The research also recommends the powerful fine-tuned Deep Seek model to understand the employees satisfaction towards the organization and hence maintaining the work-life balance environment. The main contribution of the paper is as follows

1. The paper investigates the role of Generative AI driven System for implementing the Organizational Justice in educational institutions.
2. The paper also proposes the powerful Generative AI model which acts as the bridge between the employees and management to balance the organizational justice.
3. The paper shows the brighter light of recommendation system for educational organizations to transform effectively and align Generative AI initiatives with their strategic goals.
4. The proposed AI system was evaluated and tested with the real time questionaries' from 100 educational institutions under Osmania University and its performance was compared with the other traditional methods.

1.4 Structure of the Paper : The rest of the paper is organized as follows as 1) **Section-2** presents the related works by different authors . The proposed framework, datasets description, AI model and recommendation systems are presented in **Section-3**. The outcome analysis , comparative studies with the other models are demonstrated in **Section-4.** Finally the paper is concluded with the future direction in **Secion-5.**

2. Related Works

Alfonso Renato Vargas.et.al[16]discusses the implications of AI in the justice system, highlighting its potential to enhance efficiency, precision, and impartiality while also raising concerns about biases, ethical dilemmas, and human rights. The integration of AI in legal contexts emphasizes the need for transparency and accountability, which are crucial for ensuring fairness in any organizational setting. For specific insights on organizational justice, further research would be necessary. However, this research does not specifically address organizational justice using AI techniques.

Omar Khalid Bhatti[17] examines organizational justice through a hybrid model integrating exploratory factor analysis (EFA), confirmatory factor analysis (CFA), and artificial neural networks (ANN). It identifies four facets of organizational justice: distributive, procedural, interpersonal, and informational justice. The ANN prioritizes these dimensions, revealing procedural justice as the most significant, followed by informational, interpersonal, and distributive justice. This research highlights the importance of justice in organizational settings and offers insights for training, human development, and policy-making.

Adel Mahmoud Al Samman[18] explores the relationship between Artificial Intelligence (AI) and Organizational Justice, proposing a conceptual framework that examines how AI adoption influences stakeholders' perceptions of justice within organizations. It synthesizes existing literature to highlight the dynamics of trust and justice in AI-driven work environments, emphasizing the need for organizations to consider these factors to foster a fair and trustworthy atmosphere. The study aims to provide insights for both scholars and practitioners navigating the complexities of AI integration.

Seyed Mohammad bagher Jafari [19]discusses the role of perceived organizational justice in the development of responsible artificial intelligence (AI). It highlights that a rich organizational culture enhances perceived organizational justice, which in turn facilitates the responsible development of AI within organizations. This relationship suggests that fostering a just organizational environment is crucial for leveraging AI effectively while addressing ethical challenges. The findings emphasize the importance of organizational culture in promoting responsible AI practices and maximizing its benefits.

Murire et al. (2024)[20] explored the transformative role of Artificial Intelligence (AI) in

Transforming the organizations with its own cultural shifts. This study analysed the existing works for pointing-out the AI driven changes in the work practices in various industry domains. The framework proposed presented the advantages of incorporating the AI systems which can overcome unethical concerns, employee behaviours and low productivity. However, the study points out gaps in the current research and suggests further exploration into the complex relationship between AI and organizational culture. A notable drawback of the study is the limited focus on specific industries or organizational types, which may affect the generalizability of its findings across different sectors.

Xinran Zhang.et.al [21]discusses the influence of artificial intelligence (AI) on organizational justice, highlighting its role in enhancing decision analysis and digital transformation. It identifies research gaps in understanding how AI can foster organizational justice and improve project performance. The findings suggest that while AI's application in project management and organizational justice is still developing, there is significant potential for AI to unlock new strategies that address cultural, diversity, and social factors impacting organizational justice.

Lionel P. Robert,et.al [22]discusses organizational justice theory in the context of AI management systems, highlighting three fairness types: distributive, procedural, and interactional. It emphasizes the importance of designing AI systems that support fairness to mitigate issues like decreased worker effort and increased turnover. The paper also introduces frameworks for addressing unfairness, such as retributive and restorative justice, and proposes a design agenda that applies these fairness types to organizational scenarios, aiming to enhance AI fairness in managing employees.

Jokim Robert et al. (2021)[23] investigate the impact of justice dimension to achieve the better performance appraisal satisfaction and the usage of artificial intelligence (AI) to improve employee performance in multinational companies (MNCs) in Penang, Malaysia. Grounded in Organizational Justice Theory, the study aims to examine the relationship between AI utilization and enhancing justice in performance appraisals. The data collection was conducted through a closed-ended structured questionnaire, distributed via online platforms, and adapted from various related studies. This research provides insights into how organizations can enhance performance appraisal satisfaction by ensuring

that it is practical, relevant, and unbiased. Moreover, the study emphasizes the significance of integrating AI in performance appraisal systems to optimize employee performance. Despite the novelty and practical implications of this research, a potential drawback is that the study focuses only on MNCs in Penang, limiting the generalizability of its findings to other regions or organizational contexts. Additionally, the reliance on internet-based data collection could introduce biases related to the sample's internet accessibility and technological fluency.

murrie et al. (2020)[24] conducted a study to explore the role of organizational justice in the lives of university teachers and to examine the relationship between its dimensions. The research was descriptive in nature, employing a survey method for data collection. The study focused on university teachers in Islamabad, with a sample of 200 teachers selected using a simple random sampling technique. The Organizational Justice Measurement Instrument (OJMI), was used to collect data, which was analysed using mean, standard deviation, and correlation. The findings revealed significant relationships between the dimensions of organizational justice among university teachers. Based on the results, the study recommends that supervisors and higher authorities give equal attention to all dimensions of organizational justice. A limitation of the study is that it was confined to university teachers in Islamabad, which may limit the generalizability of the findings to other regions or sectors.

3. Proposed Framework

Figure 1 demonstrates the components for developing the proposed generative AI framework to ensure the organizational justice in an academic institutions. The four components of the generative AI framework is as follows : 1) Data gathering and preparation (DGP) 2) Data Pre-processing 3) Generative Model Design 4) Recommendation system. In the first component, different questionaries' based data are collected from the educational institutions. Followed by the pre-processing of the gathered data, generative AI model is developed. Finally the intelligent applications has been designed to aid the academic institutions for the better deployment of the organizational culture. The detailed description of each and every component is as follows

3.1 Data Gathering and Preparation Process

The presented research follows as systematic data collection system from the 75 institutions under Osmania University. **Figure 2** presents the total number of samples that has been collected from the surveyed populations that belongs to the different demographic locations. From the Figure 2,

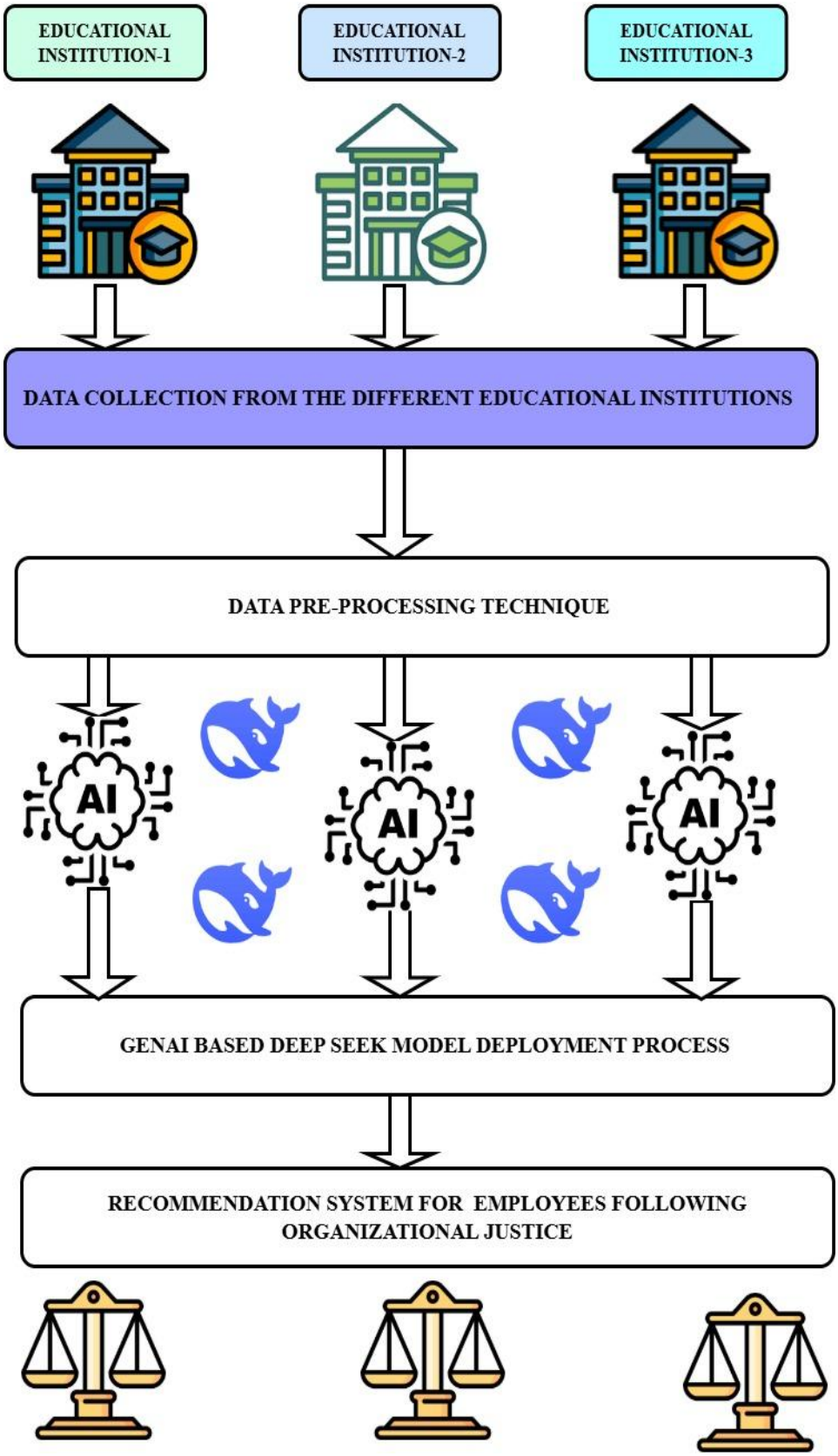


Figure 2 Suggested Framework For Deploying the Organizational Justice in the Institutions

Figure 3 Frequency of gender Distribution in the Collected Data

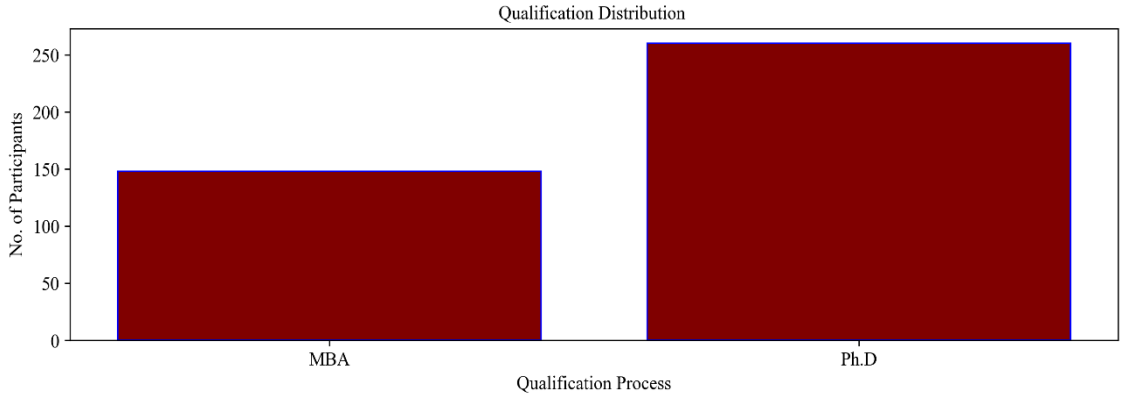


Figure 4Frequency of Qualification Distribution in the Collected Data

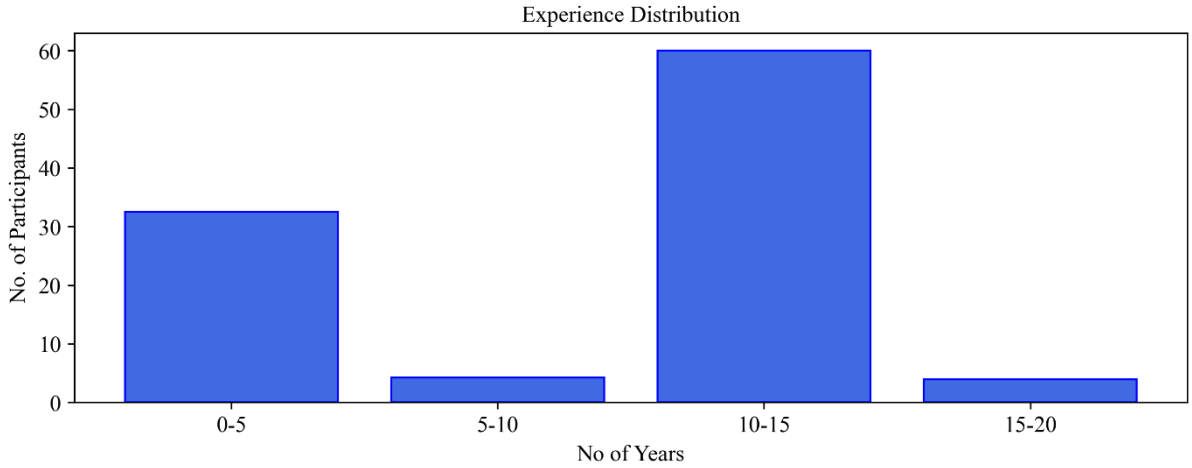


Figure 5 Experience Distribution in the Data used for training the model

As demonstrated in Figure 3, 200 males and 203 females participated in the survey for the different questionaries'**. Figure 4 presents the number of qualified persons involved in the data gathering process.** When considering education levels, the data indicates that 68.2% of the sample hold a PhD, while 31.8% (98 individuals) have obtained an MBA, making the PhD holders the larger group. Work experience is also a significant aspect of the datasets which is shown in Figure 4. The majority of respondents (59.1%) have a work experience ranging from 10 to 15 years, totalling 182 individuals. Additionally, 32.8% of the sample (101 individuals) have between 0-5 years of work experience, while 4.2% (13 individuals) have more than 5 years but less than 10 years of experience. A smaller portion, 3.9% (12 individuals), boasts over 15 years of work experience.

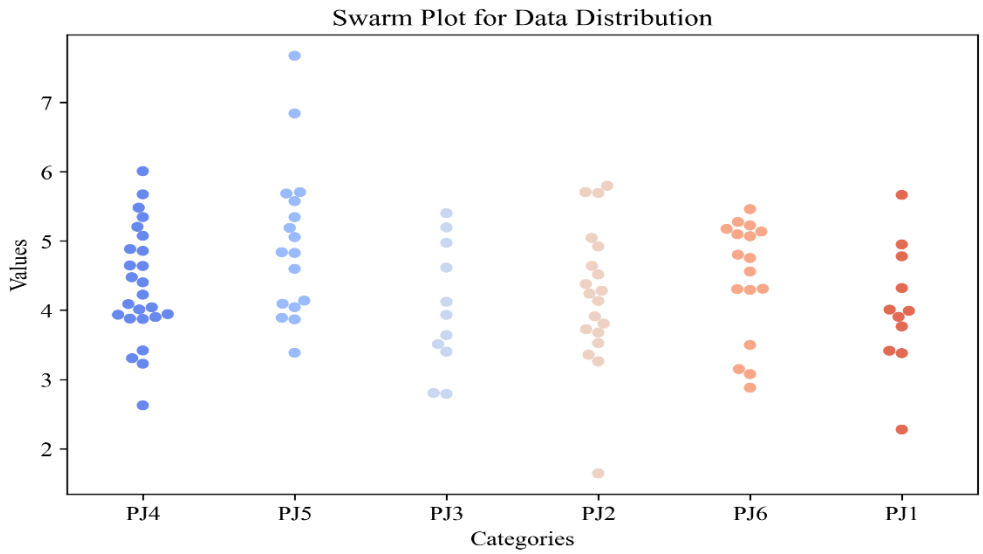


Figure 6 Distribution of the Formal Procedures among the Collected and gathered Data

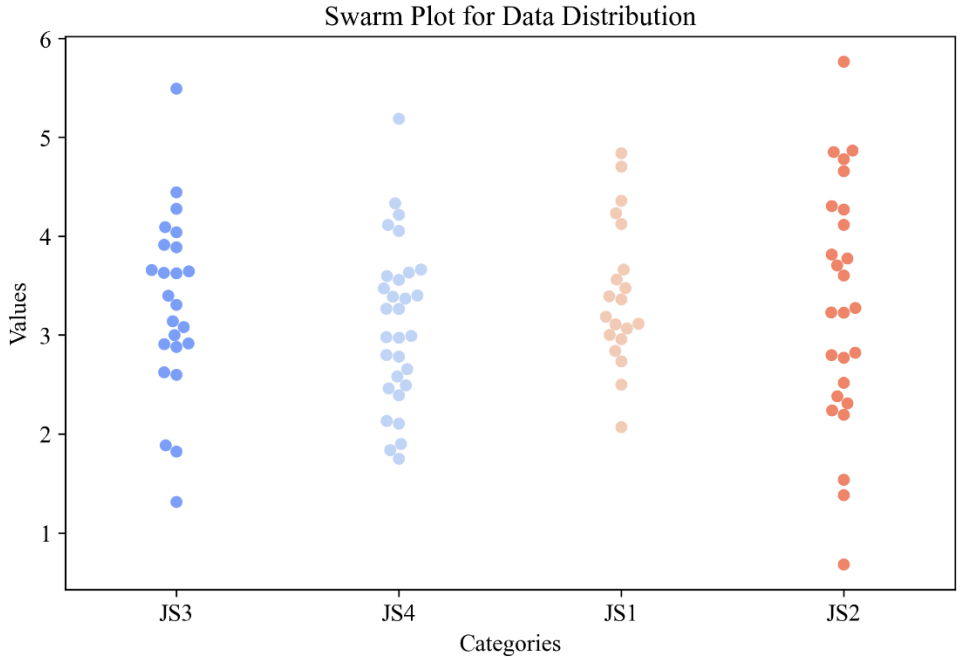


Figure 7 Distribution of the Job Satisfied Employees among the Collected and gathered data

Figure 6 presents the mean of the organization following the formal procedure where as Figure 7 illustrates the mean distribution of the job satisfied employees in the academic institutions. Table 1 presents the different ranks or labels obtained from the individuals gathered for the data collection.

Table 1 Class and Rank Distribution in the Data Collected

Category	**Indicator**	**Items**	**Mean**	**Std Deviation**	**Rank**
Distributive Justice	DJ1	Fairness in Work Schedule	4.32	0.88	1
	DJ2	Pay scale as par with Works allocated	4.12	0.973	5
	DJ3	Workload is equal	4.29	0.887	2
	DJ4	Fairness in receiving the rewards	4.17	0.981	4

	DJ5	Not overloaded with the Work	4.19	0.937	3
Procedural Justice	PJ1	Permission for go for appealing their decisions	3.33	1.197	1
	PJ2	Unbiased Decisions by Superiors	3.56	1.199	2
	PJ3	Suggestions from Employees to take decision	3.66	1.196	3
	PJ4	Collection of complete information and accurate information for taking decision	3.52	1.201	4
	PJ5	Clarifications of decisions taken by the superiors	3.62	1.204	5
	PJ6	Unbiased Decisions across the office	3.38	1.206	6
Interactional Justice	IJ1	Gentle behaviour Towards the decisions taken	4.53	0.737	1
	IJ2	Treating the employees with the dignity and respect	4.64	0.677	2
	IJ3	Superiors are sensitive to my personal needs when rough decision are taken.	4.39	0.83	3
	IJ4	Righteous Treatment towards the employees	4.53	0.737	4
	IJ5	Showing Concerns towards the employees	4.49	0.759	5
Job Satisfaction	JS1	In general, the type of work you do at work corresponds closely to what you want in life	4.28	0.798	IV
	JS2	The conditions under which you work are excellent	4.33	0.765	II
	JS3	You are satisfied with the type of work you do	4.38	0.8	I
	JS4	Until now you have obtained the important things you wanted to get from your work	4.32	0.773	III
	JS5	If you want to change anything at work, you don't think that anything can be changed	4.38	0.775	I
Organizational Commitment	AFC1	You are willing to put in a great deal of exertion beyond that normally expected to help this organization be successful	3.85	1.084	III
	AFC2	You talk about your organization to your friends as a great organization to work for	3.91	1.033	I
	AFC3	You would accept almost any type of job assignment to keep working for your organization	3.89	1.155	II
	NRC1	You feel a great sense of loyalty to work for your organization	4.12	0.916	III
	NRC2	You find that your values and the organization's values are very similar	4.14	0.909	II

3.2 Data Pre-Processing Technique

Before training the proposed model with the datasets mentioned in Section3.1, a pre-processing strategy is adopted for the parallel datasets using the following steps: (i) Converting all texts to lower case (ii) Using Keras Libraries tokenize the word sentences and target parallel sentences into subword tokens by removing all special characters except apostrophes. (iv) producing subword embeddings for GPT-enabled block training. Furthermore, sentences are separated into training, validation, and test sets, with no sentence overlap. During the training phase, a small validation dataset is used to fine-tune the model and provide better translations, while the test set is used to evaluate model performance.

3.3 Generative AI Model Design

The field of artificial Intelligence (AI) known as Generative AI creates new content from provided data sources. Generative AI goes beyond reviewing and classifying data by creating content such as text and images along with code and music and video content. GANs together with transformers facilitate these advanced deep learning capabilities for data generation. The technology allows businesses and researchers to execute automated creativity and enhance operation efficiency as well as personalize user experiences.

Such algorithms receive extensive training across substantial datasets and thus acquire abilities for recognizing data patterns and relationships in addition to data structures. Through GANs VAEs and Transformers the system generates new data points from its acquired distribution knowledge. The Generator component of GANs generates new information which the Discriminator verifies until it reaches perfection. Transformers and particularly GPT deploy self-attention methods to create text output that takes contextual factors into account. Through its ability to create content the AI system generates authentic products including text and images along with other material. Various industries take advantage of generative AI technology for numerous operational applications. GANs help medical professionals develop individualized treatments and research outputs in healthcare systems. The application of generative AI in entertainment allows the creation of music along with scripts and digital art. Firms employ generative AI technology to conduct chatbots operations and automate customer service functions while generating diverse content materials. It is also revolutionizing software development by helping with code generation, debugging, and documentation. The application of generative AI is growing very fast and thus is an important technology for future developments.

As technology advances, generative AI is expected to become more efficient, accurate, and accessible. Researchers are working on reducing computational costs, improving model interpretability, and increasing AI's ability to generate high-quality content. Businesses will continue to integrate generative AI into their workflows, leading to greater automation and innovation. The future of generative AI lies in responsible development and ethical usage, ensuring that AI-generated content is trustworthy, beneficial, and aligned with human values. **In this research the GEN AI is used to make the interaction easier which make the healthcare system into user-friendly system and less computational speed. And also, different Gen AI models are compared to show, whether which generative model performance with better results.**

Now this research includes the DeepSeek model for generating the different kinds of response to the employees' with an effective implementation of organizational justice

3.3.1 DeepSeek AI Model

Two of the most cutting-edge areas of AI, ML and DL models, form the basis of DeepSeek AI. DeepSeek AI can manage a broad spectrum of jobs, from basic data analysis to intricate decision-making procedures, thanks to its fusion of ML and DL approaches. Patterns in data may be found using machine learning techniques, which also enable the system to learn from data and get better over time. Neural networks and other DL approaches are utilized to comprehend such intricate data structures and make sense of unstructured data, comprising text and images. CNN, RNN and reinforcement learning models are among the many algorithms used by DeepSeek AI. By working together, these models empower the system to carry out tasks like image identification, NLP, and predictive analytics with exceptional accuracy.

The Mixture-of-Experts (MoE) architecture used by DeepSeek is made up of several specialised sub-models, or "experts," each of which has been trained to handle particular kinds of data or tasks. Instead of using the whole model while processing a query, the system cleverly chooses and activates only the most pertinent experts. DeepSeek AI is

being utilised in healthcare to enhance predictive analysis and medical diagnostics. The technology can find patterns and trends that can assist physicians in making better decisions because of its capacity to handle massive volumes of data in real-time. This could transform organizational justice to deal with the larger number of individuals for attaining the better performance, thus the architecture of the deepseek model [25] is shown in figure 8. The detailed description of the every components in Deep Seek Model is presented in [25].

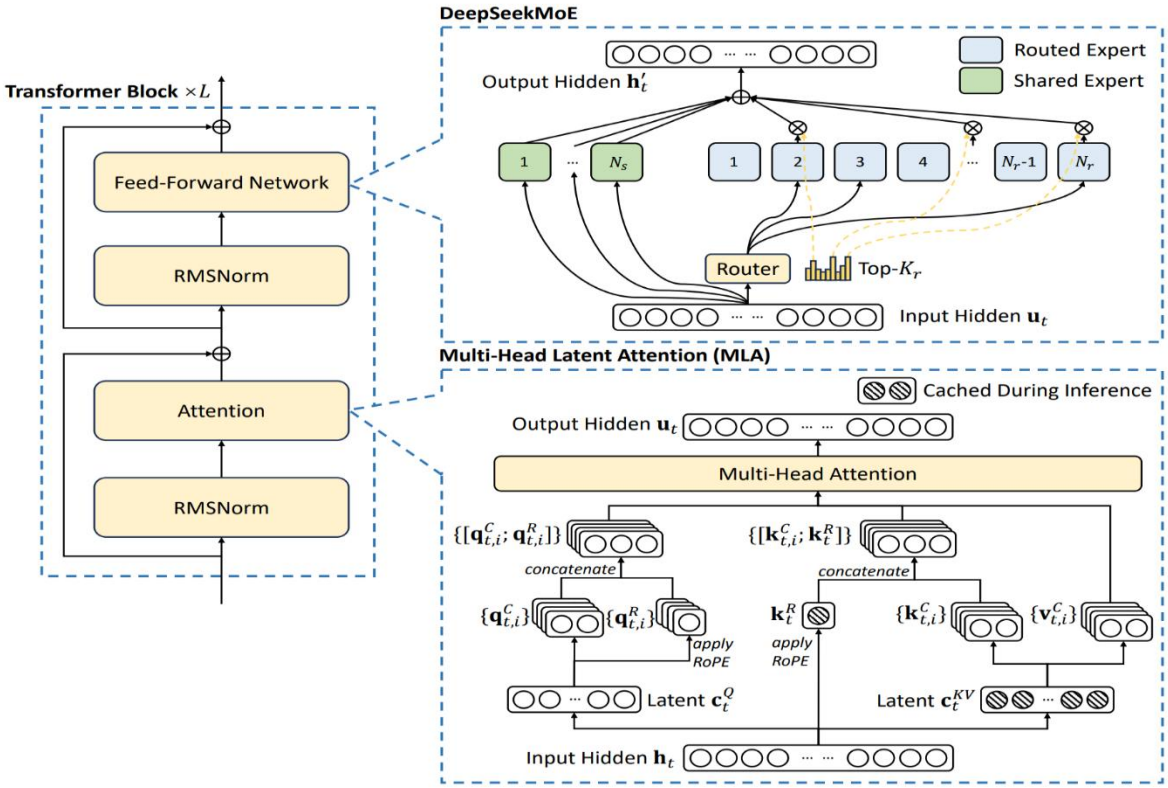
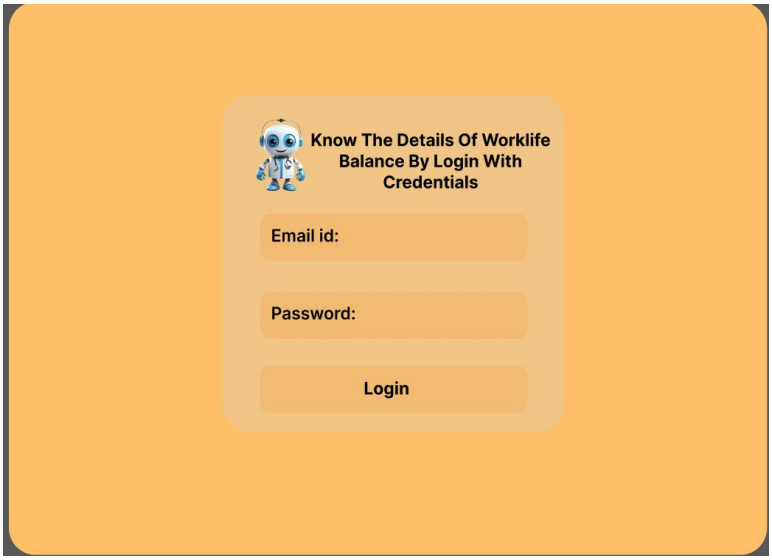


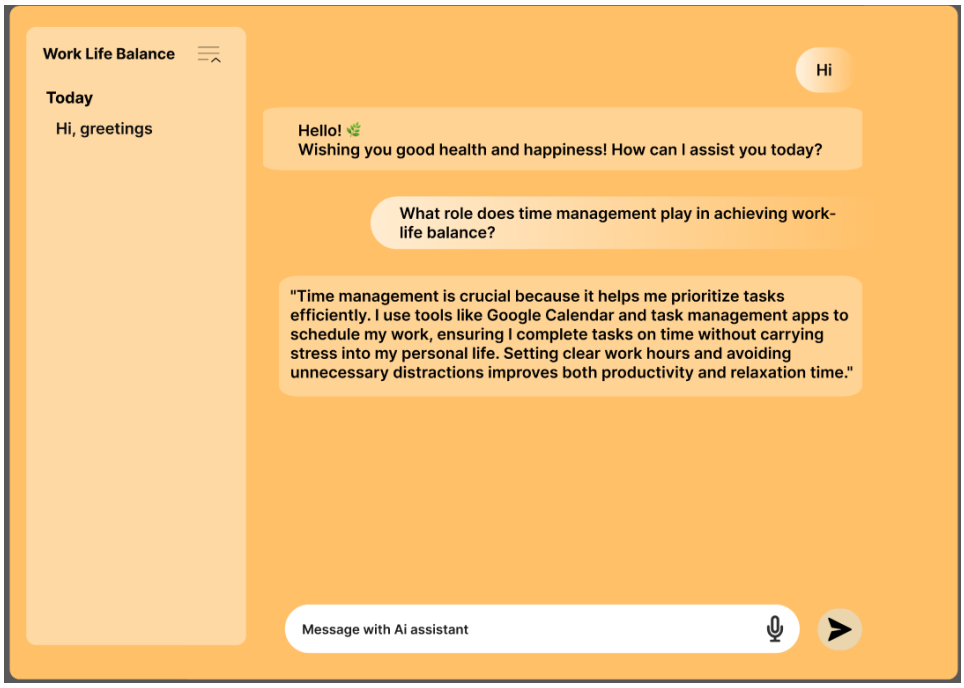
Figure 8 Architecture For the DeepSeek Model used for the Creating the Responses To employees following the organizational justice.

3.5 Recommendation Systems

The recommendation system was implemented as the web-application for an easy accessing for the employees. The recommendation engine has been integrated with the GENAI Deep Seek Model R1 for suggesting the organizational justice for both employees and organizations. Figure 9 shows the sample sneak peaks of the developed Web-Apps for the user –access systems.



(a)



(b)

Figure 9 (a-b) Developed for Integrating the Generative AI Model for user access in accordance to the organizational justice.

Section-4

The complete algorithm was developed with Python-Django Framework and and Python libraries are used to build the proposed model. The complete implementation was deployed in the i9 CPU, NVIDIA Titan GPU,500GB SSD and 3.45 GHZ operating frequency.

4.1Performance Metrics

To validate the proposed model, performance metrics such as accuracy , precision, recall , specificity and f1-score are measured and analysed. Table 2 shows the metrics used for validating the proposed model. For validation of each and every model, 70% of training data and 30% of testing data is splitted.

Table 2 Mathematical Expressions for the Performance Metrics' Calculation

SL.NO	Performance Metrics	Mathematical Expression
01	Accuracy	$\frac{TP+TN}{TP+TN+FP+FN}$
02	Sensitivity or recall	$\frac{\text{TP}}{\text{TP+FN}}$ x100
03	Specificity	$\frac{TN}{TN+FP}$
04	Precision	$\frac{TN}{TP+FP}$
05	F1-Score	$2.\frac{Precison * Recall1}{Precision + Recall1}$

Where, TP - True Positive Values, TN - True Negative Values, FP - False Positive and FN –False negative

4.2 Result Outcomes

Figure 10 shows the evaluation outcomes using the proposed GENAI evoked intelligent model for the educational institutions. The various outcomes are analyzed to prove the proposed model is superior than the other existing models. Experimental Outcomes clearly states the proposed AI system can aid to maintain the employees' mindset towards the growth of the organization**.**

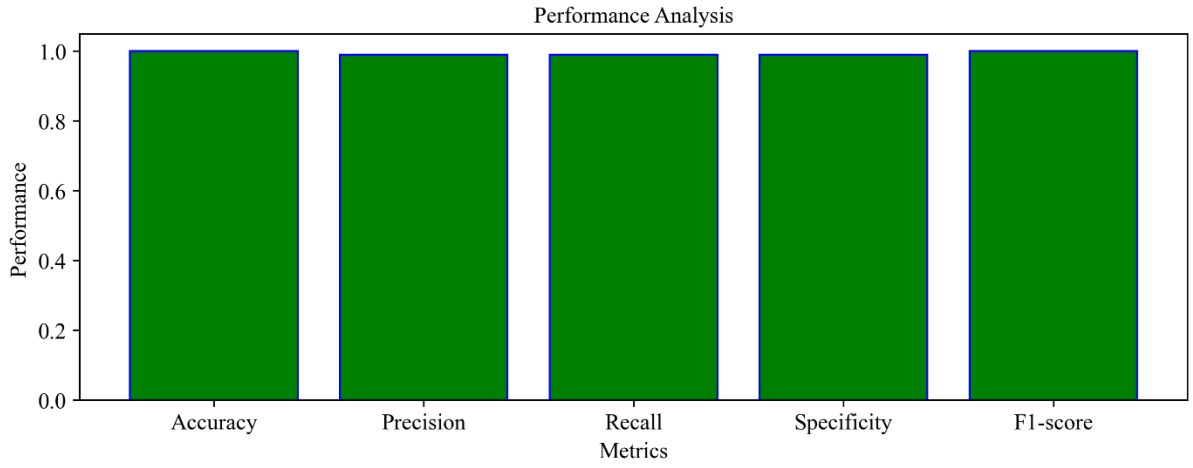


Figure 10 Analysis of Performance in predicting the Rank-1/Label-1 for the 10 number of participants

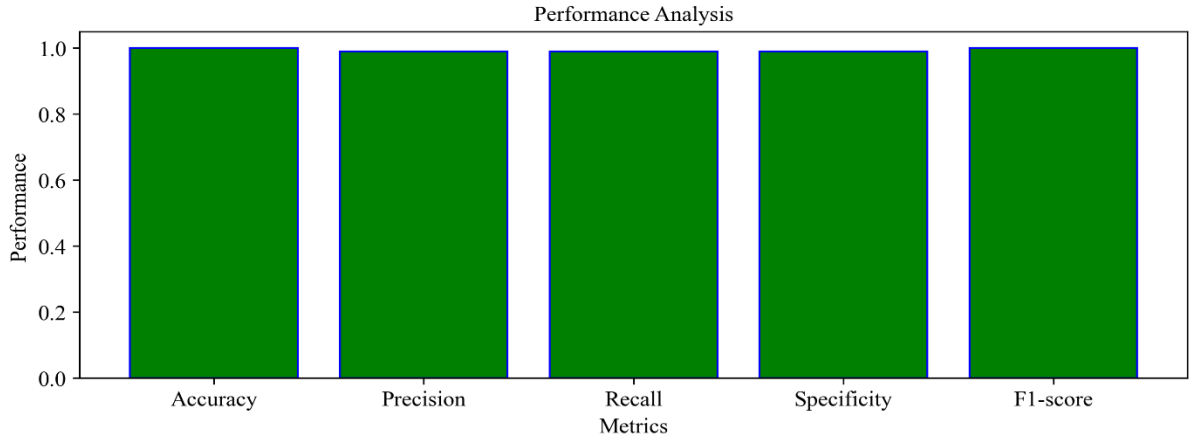


Figure 11 Analysis of Performance in predicting the Rank-2/Label-2 for the 10 number of participants

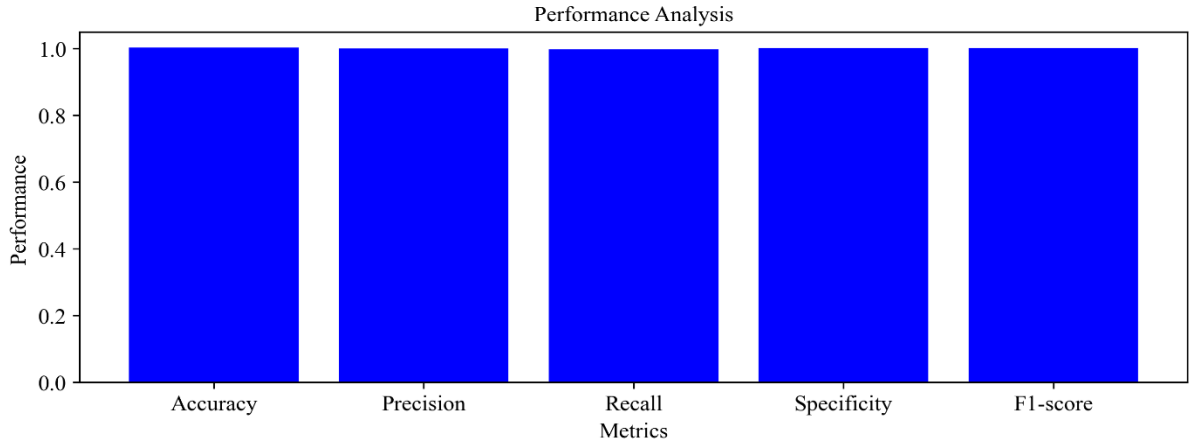


Figure 12 Analysis of Performance in predicting the Rank-3/Label-3 for the 10 number of participants

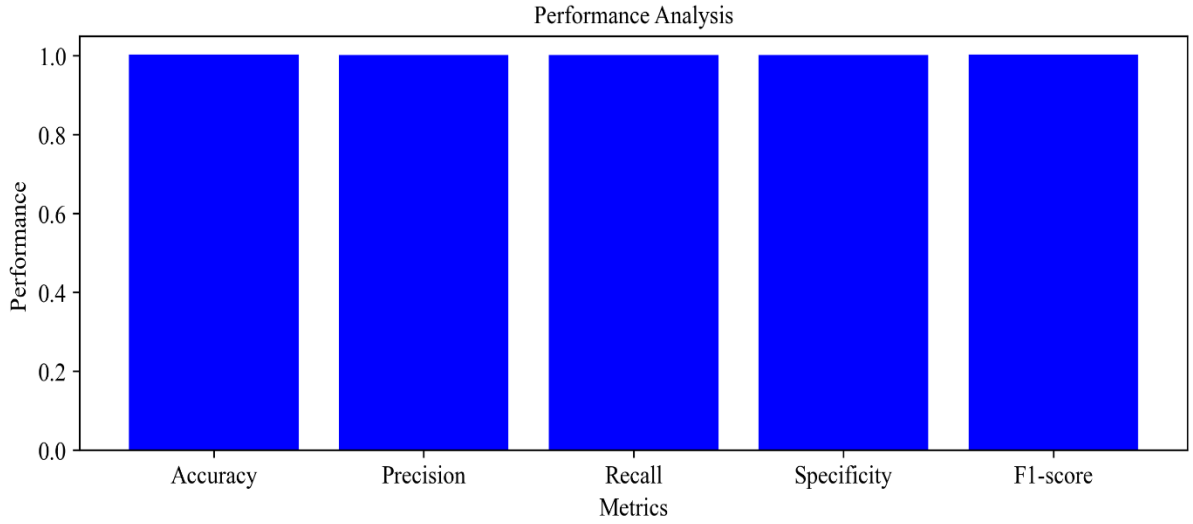


Figure 13 Analysis of Performance in predicting the Rank-4/Label-4 for the 10 number of participants

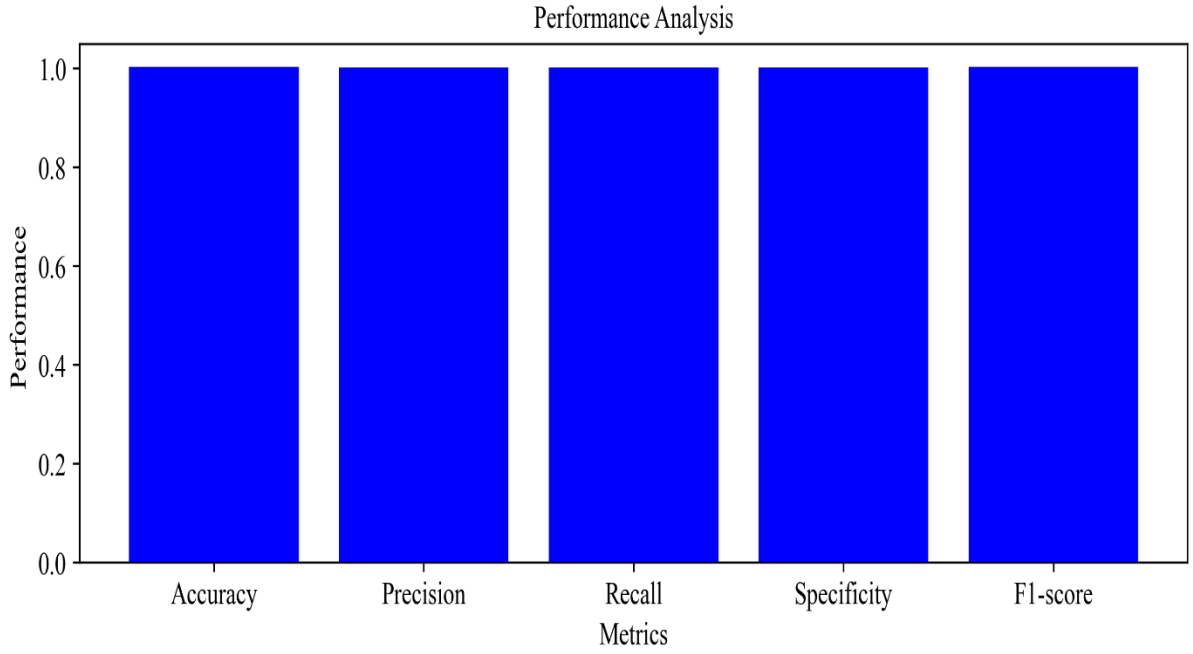


Figure 14 Analysis of Performance in predicting the Rank-5/Label-5 for the 10 number of participants

Figure 10-14 presents the performance of the propose framework for detecting the different ranks in maintaining the organizational justice in the academic institutions. Figure-10 presents the performance of the framework in detecting the label-1 /rank-1 with 50 participants. The similar fashion of performance is also found in the Figure11-14. The integration of Deep SEEK model has proved its significant excellence in maintaining the organizational justice to employees thereby converting the work place into a joyful environment**. Furthermore , these deep seek models can be used in the local server which reduces the other computational delay when compared with the other models. Table 3 proves the contribution of genAI model in designing the AI based Systems when compared with the other state-of-art deep learning models.**

Table 3 Comparative Analysis of the Different Learning Models and Generative Models for the increased number of participants.(N=50)

Algorithms	**Performance metrics**					
	Accuracy	**Precision**	**Recall**	**Specificity**	**F1-score**	**Latency(secs)**
LSTM	0.77	0.74	0.734	0.73	0.74	45.89
BERT	0.92	0.91	0.904	0.91	0.91	43.90
LLAMA	0.99	0.99	0.99	0.99	0.99	32.89
Transformers	0.90	0.89	0.87	0.86	0.85	43.78
GPT2.0	1.00	0.99	0.99	1.00	1.00	10.89
GPT3.0	1.00	0.99	0.99	1.00	1.00	9.8
GPT3.5	1.00	0.99	0.99	1.00	1.00	8.6
Proposed DeepSEEK Model	**1.00**	**0.99**	**0.99**	**1.00**	**1.00**	**4.8**

Table 4 Comparative Analysis of the Different Learning Models and Generative Models for the increased number of participants.(N=100)

Algorithms	**Performance metrics**					
	Accuracy	**Precision**	**Recall**	**Specificity**	**F1-score**	**Latency(secs)**
LSTM	0.65	0.64	0.64	0.639	0.645	90.32
BERT	0.92	0.91	0.904	0.91	0.91	47.89
LLAMA	0.99	0.99	0.99	0.99	0.99	31.89
Transformers	0.89	0.88	0.865	0.862	0.86	43.78
GPT2.0	1.00	0.99	0.99	1.00	1.00	10.93
GPT3.0	1.00	0.99	0.99	1.00	1.00	9.89
GPT3.5	1.00	0.99	0.99	1.00	1.00	8.90

Proposed DeepSEEK Model	**1.00**	**0.99**	**0.99**	**1.00**	**1.00**	**4.82**

Table 3 and Table 4 presents the significance of the generative AI models in designing the AI systems for maintaining the organizational justice in the academic institutions. From the table 3-4 it is evident the deep learning models has produced the downgraded performance when the number of datasets increases. But the performance of the GENAI model remains stable but the suggested DEE SEEK model has produced the maximum performance as par with the other models with the less time response which doesn't make the employees hazzle while handling the AI assistants to aware about their performance thereby maintaining the organizational justice in short time period.

5.Conclusion and Future Direction

The research article presents the integration of GENAI model for maintaining the organizational work practices in academic institutions without affecting the mindset of the faculty members. The proposed framework has embedded with the four important components such as Data gathering system, pre-processing technique, GENAI model and recommendation system. The suggested model has produced the enhanced efficacy and production in the organization without the human interventions. Furthermore , integration of GENAI framework has given the brighter thoughtful approach that considers the both technological and human dimensions. The real time datasets were gathered from the different institutions of Osmania University which comprises of 300 faculty members with their different feedbacks about their organization. These data are trained with the pre-trained DEEP SEEK models for the recommending the work-life balance among the faculty members. To evaluate the performance of the proposed model, performance metrics are evaluated and validated with the other GPTs . Experimental Outcomes has proved that the DEEPSEEK based AI System has outperformed the other models in terms of response time and latency. This research unlocks the full potential of DEEP SEEK model to thrive the performance. As the Scope, Lightweight GPTs Based Mobile Applications needs more weightage of implementation by embracing these principle of organizational justice that positions organization in the path of success by maintaining the high positivity in faculty minds.

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