

Organizational Justice

The Search for Fairness
in the Workplace



Blair H. Sheppard, Roy J. Lewicki,
John W. Minton

Organizational Justice The Search For Fairness In The Workplace

Mike Jess



Organizational Justice The Search For Fairness In The Workplace:

Organizational Justice Blair H. Sheppard, Roy J. Lewicki, John W. Minton, 1992 Some managers conduct inconsistent performance reviews pay inequitable salaries and dismiss employees arbitrarily Concerns about justice are pervasive in the workplace they arise whenever rules are made interpreted or applied to organizational activities and practices In this analysis the authors create a model for measuring justice in an organization and show how to anticipate the responses that will follow if injustices persist They examine contemporary organizational issues and introduce a new theory of the nature of justice in organizations

Organizational Justice Carolina Moliner, Russell Cropanzano, Vicente Martínez-Tur, 2017-03-13 Organizational justice the perception of workplace fairness can bring important benefits not only to the health and well being of individual employees but also to the productivity of organizations themselves This timely new collection with contributions from leading researchers from around the world considers organizational justice in an era when globalization has resulted in rapid organizational change greater job insecurity and increasing worker stress Both comprehensive and cutting edge the book initially considers what we mean by organizational justice in its relationship to self interest social identity and personal moral codes But moving beyond the perceptions of individuals the book also reflects the increasing interest in the roles of teammates and leaders in creating organizational justice There follow chapters on the negative results of perceived injustice specifically around physical and mental employee health as well as its deleterious impact on organizational productivity Providing a definitive state of the art overview of the field the book not only clarifies the key concepts and ideas that inform organizational justice but also explores their importance for today's organizations managers and employees Including a final section that both suggests new areas for research and critically reflects on the field itself this will be essential reading for researchers and students across business and management organizational studies HRM and organizational and work psychology

The Oxford Handbook of Justice in the Workplace Russell Cropanzano, Maureen L. Ambrose, 2015 Offering the most thorough discussion of organizational justice currently available The Oxford Handbook of Justice in the Workplace provides a comprehensive review of empirical and conceptual research addressing this vital topic

A Cultural Perspective of Organizational Justice Constant D. Beugre, 2007-02-01 This book analyzes the impact of culture on employee justice judgments and reactions to perceptions of fairness and unfairness I start this book with the following two questions Why is a book on culture and organizational justice needed What does such a book add to the extant literature on organizational justice especially after the publication of the landmark work of Colquitt and Greenberg 2005 Handbook of Organizational Justice Although there are no easy answers to these questions in the following lines I explain the reasons why a book on culture and justice is not only needed but also timely There are at least three reasons for which a book on culture and organizational justice is needed First a book on culture and organizational justice is needed because there are indications that culture exerts very important and wide ranging effects on justice behavior including even generally shaping

the likelihood that individuals will experience feelings of injustice James 1993 p 22 Second globalization has led to the interrelatedness of world economies Thus most organizations not only operate in several countries but they also employ people from different nationalities and cultural backgrounds The resulting challenge is to find new ways of managing a culturally diverse workforce Third justice is inherent to any organized social group As examples of social systems organizations are arenas of justice concerns because their members compete for limited resources The resources for which they compete include tangibles such as money but also intangibles such as status power and prestige e g Tajfel Turner 1985 In the following lines I elaborate on the three reasons why a book on culture and organizational justice is needed and timely

Organisational Justice and Citizenship Behaviour in Malaysia Hooi Lai Wan, 2015-12-22 This book presents the current state of knowledge concerning developments in organisational behaviour and human capital management in the new millennium It features an in depth study among managerial staff in the manufacturing sector in Malaysia to reflect employee perceptions of organisational justice organisational citizenship behaviour job satisfaction and manager employee exchanges Specifically it seeks to establish the relationships between these constructs to better manage human capital With globalisation and the increased career mobility of young talents organisational citizenship behaviour is of paramount importance in order to retain these workers The study s greatest contribution is its identification of key indicators that influence organisational citizenship behaviour Knowing which type of organisational justice is salient for each construct allows the management to proactively improve conditions at the workplace In essence this book is intended to draw attention to those aspects of managing human capital that ought to receive the most attention but are often overlooked in practice In light of ongoing global challenges it seeks to improve governance at the workplace It offers a valuable resource for researchers and practitioners alike as well as graduate students writing their dissertations

Justice in the Workplace Russell Cropanzano, 2012-10-12 Justice in the Workplace acts as a central reference point for application of organizational justice and helps human resource managers relate the importance of justice to their work environments Forming much of this book s content outcomes processes and interpersonal treatment are three powerful tools for building and maintaining workplace justice In Part I these books are discussed at a theoretical level Part II applies these theories to several issues important to both human resource management and society And Part III looks at organizational justice in the years ahead Compared to the first volume this book will appeal to practitioners and researchers in such applied areas as human resource management industrial organizational psychology and management

Jsl Vol 19-N4 JOURNAL OF SCHOOL LEADERSHIP, 2010-04-16 The Journal of School Leadership is broadening the conversation about schools and leadership and is currently accepting manuscripts We welcome manuscripts based on cutting edge research from a wide variety of theoretical perspectives and methodological orientations The editorial team is particularly interested in working with international authors authors from traditionally marginalized populations and in work that is relevant to practitioners around

the world Growing numbers of educators and professors look to the six bimonthly issues to deal with problems directly related to contemporary school leadership practice teach courses on school leadership and policy use as a quality reference in writing articles about school leadership and improvement Alternative Dispute Resolution in the Employment Arena Samuel Estreicher,David Sherwyn,2004-01-01 This volume which reprints the proceedings of the New York University 53rd Annual Conference on Labour features work that provides data to answer many of the questions that form the basis of many of the policy arguments The contributors explore solutions to problems in the American workplace *Organizational Justice and Human Resource Management* Robert G. Folger,Russell Cropanzano,1998-04-09 Why are some acts but not others perceived to be fair How do people who experience unfairness respond toward those held accountable for the unfairness Organizational Justice and Human Resource Management reviews the theoretical organizational justice literature and explores how the research on justice applies to various topics in organizational behavior including personnel selection systems performance appraisal and the role of fairness in resolving workplace conflict Authors Robert Folger and Russell Cropanzano introduce a framework of organizational justice Fairness Theory that integrates previous work in this area by focusing on accountability for events with negative impact on material or psychological well being The book concludes with a chapter highlighting those topics that represent promising future directions for research Researchers scholars and doctoral level students in human resources organizational behavior and ethics will find this a timely thought provoking resource

Social Justice and Social Work Michael J. Austin,2013-03-26 This unique and timely book edited by Michael J Austin introduces and connects social justice to the core values of social work across the curriculum It presents the history and philosophy that supports social justice and ties it to ethical concepts that will help readers understand social justice as a core social work value The book further conveys the importance of amplifying client voice explores organization based advocacy and describes how an understanding of social justice can inform practice and outlines implications for education and practice

The Employment Relationship: Key Challenges for HR Paul Sparrow,Cary L. Cooper,2012-05-04 Challenges Facing the Employment Relationship in Future Organizations addresses the issues of change within employee relationships resulting from the impact of factors such as international competitive pressures technological change changing individual expectations and behaviours The new employment contract is analysed from inside and outside organizations and the issues are addressed from both a human resource management and work psychology perspective This book Reviews the phenomenon of globalization outlining the current impacts on the employment relationship and summarizing the assumed impacts on future work Looks at the employment relationship from a labour market perspective and reviews the evidence on an increasing individualization of the employment relationship Reviews work by psychologists on the changing psychological contract Provides an overview of new forms of work organization drawing attention to research on virtual organization and implications of e enablement Outlines the challenges to the employment relation on a global scale **Handbook of**

Organizational Justice Jerald Greenberg, Jason A. Colquitt, 2013-05-13 Matters of perceived fairness and justice run deep in the workplace. Workers are concerned about being treated fairly by their supervisors; managers generally are interested in treating their direct reports fairly; and everyone is concerned about what happens when these expectations are violated. This exciting new handbook covers the topic of organizational justice, defined as people's perceptions of fairness in organizations. The Handbook of Organizational Justice is designed to be a complete, current, and comprehensive reference chronicling the current state of the organizational justice literature. Tracing the development of ideas regarding organizational justice, this book introduces the topic of organizational justice from a historical perspective and presents fundamental issues regarding the nature of organizational justice; examines the justice judgment process, specifically addressing basic psychological processes such as the roles of control, self-interest, morality, and trust in the formation of justice judgments; discusses the consequences of fair and unfair treatment in the workplace; focuses on such key issues as promoting justice in the workplace in ways that help manage stress and the underlying processes that account for the effectiveness of justice applications; examines the generalizability of the interaction between process and outcomes; and focuses on the notion of cross-cultural differences in justice effects and summarizes the state of the science of organizational justice and presents various issues for future research and theorizing. This Handbook is useful as a guide for professors and graduate students primarily in the fields of management and psychology. It also is highly relevant to professionals in the fields of communication, sociology, legal studies, marketing, and human resources management.

Women in Technology: Maximizing Talent, Minimizing Barriers, 2008

Total Quality in Managing Human Resources Joe Petrick, 2017-10-06 Human resource management is a particularly challenging role both domestically and globally. This challenge can be viewed either as an opportunity or as a threat. As an opportunity, the principles and practices of total quality presented in this book can help human resource professionals or anyone who manages people transform institutionalized mediocrity into organizational excellence. The focus of this book is on managing the difference TQ makes in human resources. Whereas the traditional nature and scope of responsibility for most human resource professionals has been that of staff support geared to administrative compliance, the total quality approach offered here reveals the keys to developing and sustaining commitment to world-class performance. These keys include strategic input and continual improvement of the human resource system to enhance internal and external customer satisfaction both now and in the future. The full meaning of these new TQ role demands is explored in light of the driving forces reshaping the HR environment into the 21st Century. In addition, this book offers practitioner assessment instruments, practical TQ tools, and specific implementation steps to take in order to make the TQ difference in managing human resources domestically and globally.

Fair Weather National Research Council, Division on Earth and Life Studies, Computer Science and Telecommunications Board, Board on Atmospheric Sciences and Climate, Board on Earth Sciences and Resources, Committee on Geophysical and Environmental Data, Committee on Partnerships in Weather and

Climate Services,2003-05-14 Decades of evolving U S policy have led to three sectors providing weather services NOAA primarily the National Weather Service NWS academic institutions and private companies This three sector system has produced a scope and diversity of weather services in the United States second to none However rapid scientific and technological change is changing the capabilities of the sectors and creating occasional friction Fair Weather Effective Partnerships in Weather and Climate Services examines the roles of the three sectors in providing weather and climate services the barriers to interaction among the sectors and the impact of scientific and technological advances on the weather enterprise Readers from all three sectors will be interested in the analysis and recommendations provided in Fair Weather

International Handbook of Anger Michael Potegal, Gerhard Stemmler, Charles Spielberger, 2010-02-04 From the individual rage driven violence of domestic abuse to the destructive causes and lasting consequences of large scale ethnic and political conflict anger and its effects are ubiquitous in human life and are the focus of intense study across many scientific disciplines fields as varied as affective neuroscience health science psychology psychophysiology and sociology have all contributed to recent advances in the understanding of anger The editors of the International Handbook of Anger bring these major contributions together for a unique portrayal of the many aspects of anger evolutionary and biological bases behavioral processes and effects physiological concomitants clinical aspects and role in the larger social picture with coverage that is both wide ranging and integrative State of the art findings by highly regarded experts are organized for maximum utility with extensive cross referencing between chapters and editors introductory commentary linking the book s sections A sampling of the coverage in the Handbook Historical views and roles of anger in Western and nonwestern cultures Current genetic neurological neurochemical and psychophysiological perspectives Cross cultural expressions facial vocal and linguistic Affective motivational and cognitive processes in anger Gender differences in anger triggers experience and behavior Anger in development and across the lifespan Infancy childhood and adulthood Assessing anger hostility and anger control Clinical aspects psychopathology anger and chronic pain Type A behavior and cardiovascular health Anger in family small group and large group conflict The International Handbook of Anger presents a wealth of deep and detailed knowledge relevant to clinical and health psychology social work family studies and anger management among other fields Its depth and breadth of coverage will make it a definitive volume informing research and practice in the years ahead Fairness in the Workplace

A. Cohen, 2015-06-16 This book takes a multi dimensional approach to the concept of organizational fairness one that views organizational fairness as being comprised of procedural justice organizational politics organizational trust and psychological contract breach all of which are indicators of the global evaluation of the unfairness of the organization **The Justice**

Motive in Everyday Life Michael Ross, Dale T. Miller, 2002-02-11 This book contains essays in honour of Melvin J Lerner a pioneer in the psychological study of justice The contributors to this volume are internationally renowned scholars from psychology business and law They examine the role of justice motivation in a wide variety of contexts including workplace

violence affirmative action programs helping or harming innocent victims and how people react to their own fate Contributors explore fundamental issues such as whether people's interest in justice is motivated by self interest or a genuine concern for the welfare of others when and why people feel a need to punish transgressors how a concern for justice emerges during the development of societies and individuals and the relation of justice motivation to moral motivation How an understanding of justice motivation can contribute to the amelioration of major social problems is also examined

Justice, Morality, and Social Responsibility Stephen W. Gilliland, Dirk D. Steiner, Daniel P. Skarlicki, 2008-10-01 This volume of Research in Social Issues in Management critically examines theoretical underpinnings of organizational justice and corporate social responsibility by identifying motives underlying desires for justice and by considering responses to injustice The first set of chapters explores issues of morality emotions and social exchange relationships These can be seen as engines that drive reactions to organizational justice The second set of chapters addresses injustice and recovery the social systems surrounding justice and the application of justice principles to organizations environmental and sustainability practices A commentary chapter highlights ten themes that cross this interesting collection of paper on Justice Morality and Social Responsibility [The International Journal of Indian Psychology, Volume 4, Issue 2, No. 89 IJIP.In,2017-03-23](#)

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