

THE ORGANIZATIONAL JUSTICE EFFECT AMONG CRIMINAL JUSTICE  
EMPLOYEES: A META-ANALYSIS

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**KEYWORDS:** organizational justice, criminal justice organizations, work outcomes, supervisor-employee relationships, meta-analysis

**ABSTRACT**

*Organizational justice has been shown to be an important predictor of criminal justice employees' work-related perceptions, attitudes, and behaviors. This study takes stock of the organizational justice effect on criminal justice employees' work outcomes by subjecting the literature to a meta-analysis. Multilevel modeling based on 1,924 effect size estimates drawn from 143 studies (95 independent datasets) was used to establish the empirical status of the organizational justice effect. The results indicate a sizeable relationship between organizational justice and justice system employee work outcomes ( $Mz = .256$ ,  $CI = [.230, .283]$ ). The findings also demonstrate that the organizational justice effect size varies slightly across several methodological variations. Specifically, the organizational justice effect size is larger in studies that measure the concept with scales that contain survey items tapping into all four dimensions of justice. Also, we found that outcome type, presence of confounding mechanisms, research design, and sample characteristics moderate the justice effect. We conclude that organizational justice theory is a useful framework for developing a more theoretically informed understanding of justice system employees' work outcomes. We discuss the theoretical implications of the meta-analytic findings and avenues for future research based on the results.*

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# Politics Of The Criminal Justice System An Organizational Analysis

**Marilyn McShane**



## **Politics Of The Criminal Justice System An Organizational Analysis:**

*The Politics of the Criminal Justice System* Ralph A. Rossum,      *The Politics of Street Crime* Stuart Scheingold, 2010-06-17 America's contradictory attitudes toward crime repellent danger versus media glamorization

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with scientific techniques and a seven stage framework for analyzing criminal justice problems and developing solutions It explains the benefits of planned change using a variety of case studies to illustrate suitable planning techniques as well as the pitfalls that can be avoided by implementing such techniques Chapters are enhanced with outlines figures tables examples discussion questions and case studies Appendix includes a seven stage checklist for program and policy planning

**American Constitutional Law 8E, 2-VOL SET** Ralph A. Rossum, 2021-11-19 American Constitutional Law provides a comprehensive account of the nation's defining document Based on the premise that the study of the Constitution and constitutional law is of fundamental importance to understanding the principles prospects and problems of America the volumes in this set put current events in terms of what those who initially drafted and ratified the Constitution sought to accomplish The authors examine the constitutional thought of the founders as well as interpretations of the Constitution by the Supreme Court Congress the President lower federal courts and state judiciaries Volume I focuses on federal rights and powers and volume II focuses on individuals rights and responsibilities Available individually or as a two volume set they are perfect for a one or two semester course on constitutional law and civil liberties      *The American Court System* Marilyn McShane, 2020-10-28 Depending on whom one talks to today's criminal courts are either the savior or the demon of our social order While everyone seems to have an answer about what needs to be done the solutions are neither simple nor within our current allocation of resources Media hype and political posturing emotionally dilute the reality of what motivates crime and

what constitutes effective punishment The essays and research in this anthology give the reader a realistic view of complex problems affecting our juvenile and adult courts and consequently the rest of the criminal justice system Topics include sentencing disparity sentencing reform and wrongful convictions Some traditionally controversial issues are covered such as the insanity defense and the death penalty as well as the more recent three strikes and you're out movement and mandatory minimums This series will be of great utility to students scholars and others with interests in the literature of criminal justice and criminology

**Leo Strauss and His Legacy** John Albert Murley, 2005-01-01 With over 10 000 entries identifying work of hundreds of Strauss's students and their students this bibliography is the most indeed the only comprehensive guide to published writing in the tradition of Leo Strauss Murley includes Strauss's own complete bibliography and that of one of his most revered students George Anastaplo

**Criminal Justice Theory** Edward Maguire, David Duffee, 2015-02-11 Criminal Justice Theory Second Edition is the first and only text edited by U S criminal justice educators on the theoretical foundations of criminal justice not criminological theory This new edition includes entirely new chapters as well as revisions to all others with an eye to accessibility and coherence for upper division undergraduate and beginning graduate students in the field

Criminal Justice Organization, Financing, and Structure Daniel L. Skoler, 1978

**American Constitutional Law, Volume II** Ralph Rossum, Alan Tarr, Vincent Phillip Munoz, 2019-07-23 American Constitutional Law 11e Volume II provides a comprehensive account of the nation's defining document examining how its provisions were originally understood by those who drafted and ratified it and how they have since been interpreted by the Supreme Court Congress the President lower federal courts and state judiciaries Clear and accessible chapter introductions and a careful balance between classic and recent cases provide students with a sense of how the law has been understood and construed over the years The 11th Edition now includes several landmark First Amendment cases including Janus v American Federation of State County and Municipal Employees 2018 Minnesota Voters Alliance v Mansky 2018 National Institute of Family and Life Advocates v Beccera 2018 Trinity Lutheran Church v Comer 2017 and Masterpiece Cakeshop v Colorado Civil Rights Commission 2018 It also includes Carpenter v United States 2018 A revamped and expanded companion website offers access to even more additional cases an archive of primary documents and links to online resources making this text essential for any constitutional law course

*The Supreme Court and Juvenile Justice* Christopher P. Manfredi, 1998 Taking in a century of change this work focuses on how the Supreme Court brought the juvenile court system under constitutional control It describes the case of Gerald Gault an Arizona teenager who was sent to reform school for making an obscene phone call

**American Constitutional Law, Volume II** Ralph A. Rossum, 2018-05-15 This book examines how the Constitution and its amendments not only grant the national and state governments sufficient power to control the governed but also oblige these governments to control themselves It considers the distribution of power in the national government

**American Criminal Courts** Casey Welch, John Randolph Fuller, 2013-02-19 American Criminal Courts Legal Process and Social Context

is an introductory level text that offers a comprehensive study of the legal processes that guide criminal courts and the social contexts that introduce variations in the activities of actors inside and outside the court. Specifically, the text focuses upon Legal Processes. U.S. criminal courts are constrained by several legal processes and organizational structures that determine how the courts operate and how laws are applied. This book explores how democratic processes develop the criminal law in the United States: the documents that define law (federal and state constitutions, legal codes, administrative policies), the organizational structure of courts at the federal and state levels, the overlapping authority of the appeals process, and the effect of legal processes such as precedent, jurisdiction, and the underlying legal philosophies of various types of courts. Although most texts on criminal courts do a credible job of describing legal processes, this text looks more deeply into the origins of criminal law, historic turning points in the criminal law, conditions that affect the decision making of criminal justice practitioners, and the contentious political process that affects how criminal laws are considered. Social Contexts: The criminal courts are staffed by people who represent different perspectives, occupational pressures, and organizational goals. The text includes chapters on actors in the traditional courtroom: workgroup judges, prosecutors, and defense attorneys, as well as those outside the court who seek to influence it, including advocacy groups, media, and politicians. It is the interplay between the court, legal processes, and the social actors in the courtroom that makes the application of the criminal laws so fascinating. By focusing on the tension between the law, legal processes, and the actors inside and outside the courts system, social contexts, this text demonstrates how the courts are a product of law in action, and it presents the course content in a way that enables students to understand not only the how of the U.S. criminal court system but also the why.

### **Judicial Politics**

Elliot E. Slotnick, 1999. This anthology of more than seventy articles published by the American Judicature Society is distributed by Rowman Littlefield Publishers. Federalism, the Supreme Court, and the Seventeenth Amendment Ralph A. Rossum, 2001-01-01. Abraham Lincoln worried that the walls of the constitution would ultimately be leveled by the silent artillery of time. His fears materialized with the 1913 ratification of the Seventeenth Amendment, which by eliminating federalism's structural protection altered the very nature and meaning of federalism. Ralph A. Rossum's provocative new book considers the forces unleashed by an amendment to install the direct election of U.S. Senators. Far from expecting federalism to be protected by an activist court, the Framers, Rossum argues, expected the constitutional structure, particularly the election of the Senate by state legislatures, to sustain it. In *Federalism, the Supreme Court, and the Seventeenth Amendment*, Rossum challenges the fundamental jurisprudential assumptions about federalism. He also provides a powerful indictment of the controversial federalist decisions recently handed down by an activist U.S. Supreme Court seeking to fill the gap created by the Seventeenth Amendment's ratification and protect the original federal design. Rossum's masterful handling of the development of federalism restores the true significance to an amendment previously consigned to the footnotes of history. It demonstrates how the original federal design has been amended out of existence, the interests of states as states abandoned.

and federalism left unprotected both structurally and democratically It highlights the ultimate irony of constitutional democracy that an amendment intended to promote democracy even at the expense of federalism has been undermined by an activist court intent on protecting federalism at the expense of democracy      *American Constitutional Law, Volume I* Ralph A. Rossum, G. Alan Tarr, 2018-05-04 This book considers the distribution of power in the national government and explores how the constitutional scheme of separation of powers and checks and balances grants and controls power It examines how the American Constitution and its amendments oblige the national and state governments      **State and Local Politics**

David Berman, 2015-02-18 Politics at the state and local level has never been more interesting than in our devolutionary age This popular text is the most concise readable and current introduction to the field Now in its ninth edition the book keeps its focus on the varied and changing political and economic environments in which state and local governments function and their strengths and weaknesses in key areas of public policy The text is enlivened by boxed sections that relate individual experiences or highlight particular issues and developments Topics covered in this edition include the drive toward devolution in the federal system fiscal constraints political accountability affirmative action majority minority districts and changing approaches to welfare education land use and law enforcement      *The Oxford Handbook of Prosecutors and Prosecution* Ronald F. Wright, Kay L. Levine, Russell M. Gold, 2021 This book brings together the work of legal scholars sociologists criminologists political scientists and law reformers to better understand a pivotal actor in the criminal legal systems all around the world the prosecutor Scholarship focusing on prosecutors in particular has begun to emerge as its own sub discipline within criminal law and this book surveys the many different strands of that work underscoring the diversity among prosecutors around the world The chapters reveal the ordinary conduct of the prosecutor at various stages of criminal proceedings the various interactions of prosecutors with local communities and other governmental actors and the distinctive habits and concerns that arise for prosecutors in specialized settings such as juvenile justice and immigration

*The Company They Keep* Neal Devins, Lawrence Baum, 2019-01-07 Are Supreme Court justices swayed by the political environment that surrounds them Most people think yes and they point to the influence of the general public and the other branches of government on the Court It is not that simple however As the eminent law and politics scholars Neal Devins and Lawrence Baum show in *The Company They Keep* justices today are reacting far more to subtle social forces in their own elite legal world than to pressure from the other branches of government or mass public opinion In particular the authors draw from social psychology research to show why Justices are apt to follow the lead of the elite social networks that they are a part of The evidence is strong Justices take cues primarily from the people who are closest to them and whose approval they care most about political social and professional elites In an era of strong partisan polarization elite social networks are largely bifurcated by partisan and ideological loyalties and the Justices reflect that division The result is a Court in which the Justices ideological stances reflect the dominant views in the appointing president's party Justices such as Clarence Thomas

and Ruth Bader Ginsburg live largely in a milieu populated by like minded elites Today s partisanship on the Court also stems from the emergence of conservative legal networks such as the Federalist Society that reinforce the conservative leanings of Republican appointees For the Warren and Burger Courts elite social networks were dominated by liberal elites and not divided by political party or ideology A fascinating examination of the factors that shape decision making The Company They Keep will reshape our understanding of how political polarization occurs on the contemporary Supreme Court     **District of Columbia Appropriations for 1989: Government direction and support ... pt. 2. Human support services** United States. Congress. House. Committee on Appropriations. Subcommittee on District of Columbia Appropriations,1988

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