

Handbook Of Organizational Justice

Handbook of Organizational JusticeOrganizational JusticeOrganizational Justice during Strategic ChangeWhy Justice Matters. Determinants and Consequences of Organizational JusticeOrganizational Justice and Human Resource ManagementHandbook of Research on Organizational Justice and Culture in Higher Education InstitutionsJustice in the WorkplaceA Cultural Perspective of Organizational JusticeOrganizational Justice during Strategic ChangeOrganizational Justice in International Joint VenturesImpact of Organizational Justice on Employees' Workplace and Personal OutcomesThe Oxford Handbook of Justice in the WorkplacePerceived Organizational Justice and Job PerformanceOrganizational JusticeSocial Dynamics of Organizational JusticeExamining the Role of Organizational Justice in the Relationship Between Union Satisfaction and Union CommitmentThe Importance of Organizational Justice in Personnel SelectionThe Effect of Organizational Justice on Contextual Performance, Counterproductive Work Behaviors, and Task PerformanceOrganizational Justice in Mergers and AcquisitionsOrganizational Justice and Its Impact,with the Reference to Nepal Jerald Greenberg Carolina Moliner Marcos Komodromos Yannik Schenk Robert G. Folger Ololube, Nwachukwu Prince Russell Cropanzano Constant D. Beugre Marcos Komodromos Florian Eitzenberger Neetu Choudhary Russell Cropanzano Prakash Shrestha Blair H. Sheppard Stephen W. Gilliland Kyle S. Muyot Donald M. Truxillo Dwayne Devonish Nicholas Jackson Binod Ghimire

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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

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

organizational leaders often struggle to establish and sustain a trusting culture in times of constant changes in the corporate fabric and unethical behavior by corporate leadership organizational justice theory provides a means to explain and better understand employees perceptions of trust fairness and the management of change during strategic change qualitative studies have yet to be conducted on how

an organizational justice framework would address the need of organizational justice for novel conceptually derived accounts of non managerial employee perspectives the purpose of organizational justice during strategic change is to be both an academic and practical book after presenting the theoretical elements of the topic half the book is devoted to a detailed case study of employee interviews conducted in a large privately owned media organization addressing the issues of the book topic the authors research findings from the case study indicated employees who experience trust and positive feelings regarding their treatment within the organization are willing to become involved in the change process and adopt positive working relationships with their colleagues and managers this study is important for organizational management to gain knowledge and understanding on how employees perceptions of distrust and unfairness can lead to resistance and negative behaviors toward organizations and management during strategic change

bachelor thesis from the year 2014 in the subject business economics business management corporate governance grade 1 7 university of cologne language english abstract organizational justice research identified a broad set of possible emotional attitudinal and behavioral consequences to justice perceptions empirical evidence of these relationships strongly emphasizes the importance of justice concerns for organizations mainly discussed are behavioral reactions to justice categorized in organizational citizenship behavior task performance and counterproductive work behavior several theoretical approaches offer deeper understanding into why these consequences may occur and facilitate accurate predictions in order to clarify what individuals perceive as just in organizations scholars identified different dimensions of justice taken together the field of organizational justice research offers valuable insights for practical application these conceptualizations of consequences underlying processes and the sources of justice perceptions can serve as a practical valuable guideline for organizations thus it helps companies to identify reasons for beneficial and harming employee behavior and points out ways to foster employee s organizational support

why are some acts but not others perceived to be fair how do people who experience unfairness respond toward others held accountable for the unfairness this book reviews the theoretical organizational justice literature and explores how the research on justice applies to various topics in organizational behaviour including personnel selection systems performance appraisal and the role of fairness in resolving workplace conflict organizational justice and human resource management considers justice in organizations within a new framework fairness theory which integrates previous work in this area by focusing on accountability for events with negative impact on material and psychological well being

fairness in the workplace is a key element to the successful management and development of an organization by evaluating the treatment of employees within educational settings as well as examining their reaction to fair and effective leadership practices an institution gains a competitive edge within the global academic landscape the handbook of research on organizational justice and culture in higher education institutions examines employee perspectives and behavior

within educational settings highlighting the application of organizational integrity practices being used to meet the demands of institutional employees within developing and developed economies this publication is a vital reference source for academicians professionals researchers and students interested in higher education business management and development

this work aims to act as a central reference point for the application of organizational justice helping human resource managers relate the importance of organizational justice within the workplace

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 1979 turner 1985 in the following lines i elaborate on the three reasons why a book on culture and organizational justice is needed and timely

organizational leaders often struggle to establish and sustain a trusting culture in times of constant changes in the corporate fabric and unethical behavior by corporate leadership organizational justice theory provides a means to explain and better understand employees perceptions of trust fairness and the management of change during strategic change qualitative studies have yet to be conducted on how an organizational justice framework would address the need of organizational justice for novel conceptually derived accounts of non managerial employee perspectives the purpose of organizational justice during strategic change is to be both an academic and practical book after presenting the theoretical elements of the topic half the book is devoted to a detailed case study of employee interviews conducted in a large privately owned media organization addressing the issues of the book topic the authors research findings from the case study indicated employees who experience trust and positive feelings regarding their treatment within the organization are willing to become involved in the change process and adopt positive working relationships with their colleagues and managers this study

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bachelor thesis from the year 2017 in the subject business economics general grade 2.0 university of tbingen international business language english abstract this thesis explores the significance of organizational justice in international joint ventures iJV from an organizational as well as a cultural perspective the majority of studies on organizational justice were conducted within organizations and in a mono cultural context however in the face of increasing globalization and growing popularity of iJV activities the study of fairness in a cross cultural context becomes more and more important therefore this thesis seeks to bring organizational justice into relation with culture by using an iJV context and serve as a starting point for further research in this area the three dimensions of justice distributive procedural and interactional justice positively affect iJV performance through their distinct and interactive effects in this setting culture has a moderating influence on justice perceptions which can be assessed though bringing justice perspectives together with hofstede's cultural dimensions effects on fairness perceptions in different cultures can be outlined and contrasted on this basis implications for theoretical discussion and managerial practice in cross cultural joint ventures can be derived together with further research managers could use these findings to develop transcultural justice competencies to decide which of the new job applicants is the right one for the job vacancy the human resource manager in figure 1.1 gives everyone the same task to fulfil without regard to the personal qualities of the dog seal fish elephant penguin monkey and bird he decides that everyone of them should climb that tree and compete against each other from his perspective this might be a fair procedure as he doesn't make exceptions and treats everyone equally the monkey and bird might also be fine with the task and might not care about an unfair competition the elephant and fish however are very likely to perceive the situation as unjust and might voice complaints against the human resource manager as this example shows fairness often lies in the eye of the beholder and depends on everyone's individual perspective

in today's world organizations are looking for new ways to maximize the productivity of employees and there is a strong idea that employees productivity mainly depends upon their perception of organizational justice the present study explores the relationship between three types of organizational justice namely distributive procedural and interactional justice and workplace and personal outcomes of service sector employees the research is based upon a sample of 202 insurance sector managers working in haryana delhi and ncr region the results showed that distributive justice is a stronger predictor of personal outcomes pay and job satisfaction than procedural and interactional justice whereas the reverse was true for workplace outcomes organizational commitment and turnover intentions finally the limitations of the study and directions for future research are discussed

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

purpose this study aims to explore the influence of organizational justice distributive justice procedural justice and interactional justice on job performance task performance and contextual performance approach this research is a descriptive and analytical study survey data were drawn from different commercial banks located in kathmandu nepal findings the results indicated that there was significant relationship between perceived organizational justice and job performance the findings revealed that positive association between organizational justice and job performance implications this study argued that by addressing organizational justice or fairness concerns in management practices in a meaningful way would benefit organizations in term of increasing employees morale and job performance the findings and results of this study will be important implications for nepalese managers in formulating appropriate strategies policies and procedures to enhance their employees job performance it is also hoped that this study may help the top management of nepalese organizations to enhance their performance management system and job performance level to a greater height

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

this volume explores organizational justice focusing on relationships between authorities and employees it presents new theoretical perspectives and emphasizes leaders views on justice the concluding chapter suggests a fifth wave in justice research examining justice as a dependent variable influenced by various factors

the purpose of this paper is to examine the usefulness of the organizational justice approach to applicant reactions we begin with an overview of the research relating the fairness of selection procedures selection fairness to individual and organizational outcomes next we propose boundary conditions defining when fairness should matter the appropriate outcomes to examine in applicant reactions research and methodological issues limiting the contribution of much of the current literature we then consider a range of questions that remain to be addressed and new issues such as high tech testing finally we propose a series of applied questions and recommendations based on both theory and empirical research

this study tested the direct effects of three dimensions of organizational justice distributive justice procedural justice and interactional justice on contextual performance counterproductive work behaviors and task performance the study also examined the moderating effects of an ability measure of emotional intelligence ei on the justice performance relationship based on the data from 211 employees across nine organizations from the private and public sectors in a developing country in the caribbean the results revealed that all three justice

dimensions had significant effects on task performance contextual performance and counterproductive work behaviors in the expected direction composite ei and its four subdimensions appraisal and expression of emotion in the self appraisal and recognition of emotion in others regulation of emotion and use of emotion moderated the relationship between procedural justice and contextual performance but failed to moderate other justice performance relationships

this book provides a unique account of how perceived justice is influenced by various aspects of an organizational merger and investigates the impact on behavior for those involved in the process drawing from both psychological and sociological insights the author considers justice from an individual and group perspective in light of the political and strategic implications of mergers and acquisitions experiences from two empirical cases are used to consider the depth of theoretical analysis provided in terms of practical outcomes for both organizations and employees alike in this pioneering new book the author explores communication employee attitudes trust and commitment and the psychological contract between the employee and the organization emphasizing the importance of developing a new meaning of organizational culture although primarily aimed at an academic audience this book will also be useful to practitioners as it illuminates the potential pitfalls of overlooking the importance of fair treatment in the workplace

purpose this study aims to examine the impact of organizational justice on organizational commitment and intention to stay in the organization of nepal approach this study is descriptive and analytical it is based on the effect of perceptions of distributive and procedural justice on commitment among the employees of different educational financial and professional organizations from kathmandu valley findings this study revealed a positive and significant relationship showing that the foundation of an employee s commitment and retention is within the application of both distributive and procedural justice with procedural justice having stronger effect implication the findings in this study would help managers and business organization in nepal to formulate strategies that involved work factors such as distributive and procedural justice to improve the management of human resource development it is also helpful to all those who are interested to explore the impact of justice on workplace originality this is perhaps the very first invesigation of its kind in the nepalese context

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