

Handbook Of Organizational Justice

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Handbook of Research on Organizational Justice and Culture in Higher Education Institutions
Theoretical & Cultural Perspectives on Organizational Justice
Jerald Greenberg Carolina Moliner Stephen W. Gilliland Robert G. Folger Jerald Greenberg Dr Daphne Halkias Jerald Greenberg Yannik Schenk Russell Cropanzano Constant D. Beugre Russell Cropanzano Stephen W. Gilliland Russell Cropanzano Stephen W. Gilliland Blair H. Sheppard Giap Binh Nga Dominique David Stephen W. Gilliland Ololube, Nwachukwu Prince Stephen W. Gilliland

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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 hr and organizational and work psychology

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

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

this is a state of the science book about organizational justice which is the study of people's perception of fairness in organizations the volume's contributors all acknowledged leaders in this burgeoning field present new theoretical positions clarify existing paradigms and identify future areas of application the first chapter provides a comprehensive framework that integrates and synthesizes key concepts in the field distributive justice procedural justice and retributive justice the second chapter is a full theoretical analysis of how people use fairness judgments as means of guiding their reactions to organizations and their authorities the subsequent two chapters examine the conceptual interrelationships between various forms of organizational justice first we are given a definitive review and analysis of interactional justice that critically assesses the evidence bearing on its validity the next chapter argues that previous research has underemphasized important similarities between distributive and procedural justice and suggests new research directions for establishing these similarities the three following chapters focus on the social and interpersonal antecedents of justice judgments the influence that expectations of justice and injustice can have on work related attitudes and behavior the construction of a model of the determinants and consequences of normative beliefs about justice in organizations that emphasizes the role of cross cultural norms and the potential impact of diversity and multiculturalism on the viability of organizations the book's final chapter identifies seven canons of organizational justice and warns that in the absence of additional conceptual refinement these canons may operate as loose cannons that threaten the existence of justice as a viable construct in the organizational sciences

the purpose of organizational justice during strategic change is to examine how an organizational justice framework can be used to explore employees' perceptions of trust fairness and the management of transformation during a period of strategic change the authors' research findings from a detailed case study of employee interviews conducted in a large privately owned media organization indicated employees who experience trust and positive feelings regarding their treatment within the organization are willing to become involved in the change process they adopt positive working relationships with their colleagues and managers thus avoiding the perceptions of distrust and unfairness that can lead to resistance and negative behaviours

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

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

this book examines the impact of culture on employee justice judgments and reactions to fairness it highlights the influence of culture on justice behavior the challenges of managing a diverse workforce due to globalization and the inherent justice concerns in social systems

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 is divided into three parts integrating the non work context into theories of organizational justice non work reactions to injustice and commentary

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

this book expands our understanding of organizational justice and applies justice theories to develop models of ethical behavior in organizations it explores two themes expanding models of organizational justice and applying these theories to ethical and unethical behavior addressing topics like greed

dehumanization and moral contracts

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

studienarbeit aus dem jahr 2005 im fachbereich psychologie arbeit betrieb organisation und wirtschaft ludwig maximilians universität münchen institut für psychologie sprache deutsch abstract this research shows some interesting suggestions for personnel work in a company or organization and broadens our view while doing job analysis

although various factors contribute to failed change one of the key reasons for change failure is the inability of leaders to gain the trust of employees to understand the interaction between their subordinates and to convince them to support change and to commit the energy and effort necessary to implement it the aims of this book are to establish theories in order to describe and explain how human behaviors and contexts interact dynamically in these changes and manage change and justice by reducing inequalities giving emphasis to distributive justice in addition the aim of this book is also for readers to better understand employees perceptions of organizational justice by senior management which is particularly important during the organizational change because change cannot succeed without the acceptance and support from employees organizational justice and organizational change managing by love provides readers a theoretical understanding and recommendations for acting properly in an organization forming a comprehensive tool and better enable practitioners to achieve management of change and justice in organizations it will be of interest to researchers academics practitioners and students in the fields of change management organizational studies leadership and strategic management

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

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 volume includes essays on fairness heuristic theory the problem of over and under emphasis of cultural differences and fairness as deontology it also offers a categorization approach to fairness judgements and asks if fairness is possible in disputes among nationally different employees

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