

# HANDBOOK OF ORGANIZATIONAL JUSTICE

*Edited by*

Jerald Greenberg • Jason A. Colquitt

# Handbook Of Organizational Justice

**Jerald Greenberg, Jason A. Colquitt**



## **Handbook Of Organizational Justice:**

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. *Handbook of Organizational Justice* Jerald Greenberg, Jason A. Colquitt, 2008 **Handbook of Organizational Justice**, 2005 **The Oxford Handbook of Justice in the Workplace** Russell Cropanzano, Maureen L. Ambrose, 2015-06-18 Justice is everyone's concern. It plays a critical role in organizational success and promotes the quality of employees' working lives. For these reasons, understanding the nature of justice has become a prominent goal among scholars of organizational behavior. As research in organizational justice has proliferated, a need has emerged for scholars to integrate literature across disciplines. 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. Reflecting this dynamic and expanding area of research, chapters provide cutting-edge reviews of selection, performance management, conflict resolution, diversity management, organizational climate, and other topics integral for promoting organizational success. Additionally, the book explores major conceptual issues such as interpersonal interaction, emotion, the structure of justice, the motivation for fairness, and cross-cultural considerations in fairness perceptions. The reader will find thorough discussions of legal issues, philosophical concerns, and human decision making, all of which make this the standard reference book for both established scholars and emerging researchers. **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

**Handbook of Research on Organizational Justice and Culture in Higher Education Institutions** Ololube, Nwachukwu Prince,2016-04-20 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

**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      **Distributive and Procedural Justice** Kjell Törnblom, Riël

Vermunt, 2016-05-23 This interdisciplinary and cross national volume brings together theory and research by prominent scholars within the areas of distributive and procedural justice not only featuring work within each area separately as is commonly done but also showing how combinations of the two justice orientations might operate to affect justice judgments and guide behaviour Chapters cover various levels of analysis from intra personal to interpersonal to group and societal levels The volume is divided into four sections distributive justice procedural justice distributive and procedural justice and methodological issues Each section is subdivided into two parts basic research and applied research re current and important societal issues Each chapter contains an overview of theoretical and empirical research on a particular topic The volume is designed for use on courses in social psychology psychology sociology political philosophy and law      Advances in

the Psychology of Justice and Affect David DeCremer, 2007-08-01 Leading scholars attempting to illuminate the developing trends in explaining and understanding the role that affect plays in justice and vice versa The book comes at a particular fitting time as it is recognized that justice is in the eye of the beholder but unfortunately clear theoretical perspectives have not been clearly outlined yet This book addresses this need by presenting a variety of perspectives advocating the further integration between both fields and how this may be achieved Moreover the book also provides a discussion of what we know as yet and where this integrative field should be going The book is divided in three parts discussing the nature of justice and affect justice morality and affect and justice and affect at work The market for this book is students researchers in social psychology organizational behavior and management behavioral economics philosophy and other related social sciences fields Graduate students and upper level undergraduates can make use of the book as a supplementary text      *Fairness and*

*Groups* Margaret Ann Neale, Elizabeth A. Mannix, Elizabeth Mullen, 2010-06-10 Concerns about justice and fairness are ubiquitous within and between communities social groups organizations and states This title introduces justice theorizing and research at the intersection of justice and groups It is of interest to students and scholars in psychology sociology law and organizational behavior      **Exploring Positive Relationships at Work** Jane E. Dutton, Belle Rose Ragins, 2017-09-25

This edited volume brings together a select group of leading organizational scholars for the purpose of developing a foundation setting book on positive relationships at work Positive Relationships at Work PRW is a rich new interdisciplinary domain of inquiry that focuses on the generative processes relational mechanisms and outcomes associated with positive relationships between people at work This volume builds a solid foundation for this promising new area of scholarly inquiry and offers a multidisciplinary exploration of how relationships at work become a source of growth vitality learning and generative states of human and collective flourishing A unique feature of the book is the use of a connecting commentator

chapter at the end of each section The Commentator Chapters written by preeminent scholars uncover and discuss integrative themes that emerge within sections The editors approach the topic from multiple levels each level providing critical valuable insights into the dynamic process underlying positive relationships at work These levels are arranged in five parts an introduction to positive relationships at work Individuals and Dyads Groups and Communities Organizations and Organizing and a conclusion that offers an engaging invitation and multi level map for guiding future research This volume will appeal to academics and practitioners as well as scholars and graduate students in organizational psychology

management human resources and inter personal communications **Employee Engagement** William H. Macey, Benjamin Schneider, Karen M. Barbera, Scott A. Young, 2011-09-13 Providing both practical advice tools and case examples Employee Engagement translates best practices ideas and concepts into concrete and practical steps that will change the level of engagement in any organization Explores the meaning of engagement and how engagement differs significantly from other important yet related concepts like satisfaction and commitment Discusses what it means to create a culture of engagement Provides a practical presentation deck and talking points managers can use to introduce the concept of engagement in their organization Addresses issues of work life balance and non work activities and their relationship to engagement at work

The Psychology of Negotiations in the 21st Century Workplace Barry Goldman, Debra L. Shapiro, 2012 The litigation explosion in the 21st century workplace means increasing costs and risks of lawsuits Negotiation appears the attractive alternative to litigation This new volume with contributions from experts in psychology management and other disciplines bridges the gap between management and negotiation research Managers students and researchers interested in the field of negotiation will find this new book in SIOP's Organizational Frontiers series of interest Effective Risk Communication

Joseph Arvai, Louie Rivers III, 2013-10-30 There are two questions often asked of risk communication what has been learned from past work and what is needed to push the field forward Drawing on the experience of leading risk researchers and practitioners Effective Risk Communication focuses on answering these questions The book draws together new examples of research and practice from contexts as diverse as energy generation human health nuclear waste climate change food choice and social media This book treats risk communication as much more than the interchange of risk information between experts and non experts rather it aims to emphasise the diversity in viewpoints and practices In each specially commissioned chapter the authors reflect on the theoretical and applied underpinnings of their best projects and comment on how their approach could be used effectively by others Building upon each other the chapters will provoke new discussion and action around a discipline which many feel is neither meeting important needs in practice nor living up to its potential in research Through a more careful examination of the work already done in risk communication the book will help develop better more reflective practice for the future **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      Research in Organizational Change and Development Richard W. Woodman, William A. Pasmore, Abraham B. (Rami) Shani, 2009-05-21 An annual publication featuring studies and theoretical work dealing with the topic of change in organizational settings Showcasing the approaches to organizational research whether they be quantitative or qualitative in nature it includes papers that bring fresh perspectives to classic issues in the field such as resistance and communication      **The Fair Process Effect** Kees van den Bos, 2023-11-09 An illustration of how being treated in genuinely fair and just ways lowers distrust polarization and unfounded conspiracy thinking      *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      *Contemporary Social Psychological Theories* Peter J. Burke, 2018-05-15 This text first published in 2006 presents the most important and influential social psychological theories and research programs in contemporary sociology Original chapters by the scholars who initiated and developed these theoretical perspectives provide full descriptions of each theory and its background development and future This second edition has been revised and updated to

reflect developments within each theory and in the field of social psychology more broadly The opening chapters of Contemporary Social Psychological Theories cover general approaches organized around fundamental principles and issues symbolic interaction social exchange and distributive justice Following chapters focus on specific research programs and theories examining identity affect comparison processes power and dependence status construction and legitimacy A new original piece examines the state and trajectory of social network theory A mainstay in teaching social psychology this revised and updated edition offers a valuable survey of the field

**Time and Work, Volume 1** Abbie J. Shipp, Yitzhak Fried, 2014-02-18 The concept of time is a crucial filter through which we understand any events or phenomena nothing exists outside of time It conditions not only the question of when but also influences the what how and why of our ideas about management And yet management scholars have rarely considered this temporal lens in understanding how time affects employees at work or the organizations for which they work This 2 volume set provides a fresh temporal perspective on some of the most important and thriving areas in management research today Volume 1 considers how time impacts the individual and includes chapters on identity emotion motivation stress and creativity Volume 2 considers time in context with the organization exploring a temporal understanding of leadership HRM entrepreneurship teams and cross cultural issues There is an overall concern with the practical implications of understanding individuals and organizations within the most relevant timeframes while the two volumes provide an actionable research agenda for the future This is a highly significant contribution to management theory and research and will be important reading for all students and researchers of Organizational Behavior Organizational Psychology Occupational Psychology Business and Management and HRM



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