

HANDBOOK OF ORGANIZATIONAL JUSTICE

Edited by

Jerald Greenberg • Jason A. Colquitt

Handbook Of Organizational Justice

LeeAnn Kahlor, Patricia Stout



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

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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

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

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

Handbook of Social Justice Theory and Research Clara Sabbagh, Manfred Schmitt, 2016-02-08 The International Society for Justice Research ISJR aims to provide a platform for interdisciplinary justice scholars who are encouraged to present and exchange their ideas This exchange has yielded a fruitful advance of theoretical and empirically oriented justice research This volume substantiates this academic legacy and the research prospects of the ISJR in the field of justice theory and research Included are themes and topics such as the theory of the justice motive the mapping of the multifaceted forms of justice distributive procedural and justice in context bound spheres e g non humans It presents a comprehensive state of the art overview in the field of justice research theory and it puts forth an

agenda for future interdisciplinary and international justice research It is worth noting that authors in this proposed volume represent ISJR s leading scholarship Thus the compilation of their research within a single framework exposes potential readers to high quality academic work that embodies the past current and future trends of justice research

Handbook of Unethical Work Behavior: Robert A Giacalone, Mark D Promislo, 2014-12-18 This handbook covers the widest possible range of organizational misbehaviors age race and gender discrimination abuse bullying aggression violence fraud and corruption all with an eye toward the effects on individual and organizational health and well being It is the first ever single source resource on this important topic

A Guide to the Human Resource Body of Knowledge (HRBoK) Sandra M. Reed, 2017-04-18 An essential reference for HR professionals A Guide to the HR Body of Knowledge HRBoK™ from HR Certification Institute HRCI is an essential reference book for HR professionals and a must have guide for those who wish to further their expertise and career in the HR field This book will help HR professionals align their organizations with essential practices while also covering the Core Knowledge Requirements for all exams administered by HRCI Filled with authoritative insights into the six areas of HR functional expertise Business Management and Strategy Workforce Planning and Employment Human Resource Development Compensation and Benefits Employee and Labor Relations and Risk Management this volume also covers information on exam eligibility and prep tips Contributions from dozens of HR subject matter experts cover the skills knowledge and methods that define the profession s best practices Whether used as a desk reference or as a self assessment this book allows you to Assess your skill set and your organization s practices against the HRCI standard Get the latest information on strategies HR professionals can use to help their organizations and their profession Gain insight into the body of knowledge that forms the basis for all HRCI certification exams As the HR field becomes more diverse and complex HR professionals need an informational home base for periodic check ins and authoritative reference As a certifying body for over four decades HRCI has drawn upon its collective expertise to codify a standard body of knowledge for the field The HRBoK is the definitive resource that will be your go to HR reference for years to come

Understanding and Communicating Science LeeAnn Kahlor, Patricia Stout, 2009-11-13 Science communication has become increasingly popular in journalism and mass communication as the media offer more scientific and technological information to the public This volume explores the evolution of science communication addressing key issues and offering substance for future study Harnessing the energies of junior scholars on the forefront of science communication this work pushes the boundaries of research forward allowing scholars to sample the multiple paradigms and agendas that will play a role in shaping the future of science communication Editors LeeAnn Kahlor and Patricia

The Views of Japanese Employees on Cross-Border M&As Kai Oliver Thiele, 2018-07-02 Kai Oliver Thiele analyses M As between companies from different cultures which in general impose unique challenges but also offer invaluable opportunities for all parties Since Japan lags expectations regarding the amount of cross border M As it is the more important to understand the

drivers of successful cross border acquisitions coming into the country However how the employees view on a merger can be successfully managed to leverage the M As success rate remains yet unanswered By focusing on the employees needs this research seeks to contribute positively to an increase of the cross border M As success rate

Management and Organization Theory Jeffrey A. Miles, 2012-01-30 MANAGEMENT AND ORGANIZATION THEORY Management and Organization Theory offers a summary and analysis of the 40 most popular researched and applied management and organization theories This important resource includes key instruments used to measure variables in each theory and examines pertinent questions about the theory strengths and weaknesses practical applications and the seminal articles published on each theory This is a remarkable book Jeffrey Miles clearly explains and synthesizes 40 major theories of management and organization in an easily accessible and engaging style Well researched comprehensive in its coverage thorough balanced and fair in its analyses of theories the book is destined to be a major authoritative reference in the field It is one of the most readable informative and useful books I have read I strongly recommend it Shaker A Zahra department chair Robert E Buuck Chair and professor Strategic Management and Organizations Department University of Minnesota This book provides a terrific advantage to any student or manager seeking to grasp the fundamental concepts that explain organizations and the behavior of people within them Richard L Daft author The Executive and the Elephant A Leader s Guide to Building Inner Excellence and the Brownlee O Currey Jr Professor of Management Owen Graduate School of Management Vanderbilt University An easy to read summary of some of the most critical theories in the field of management theories that have implications not just for scholars but for practicing managers as well Jay Barney professor of management and human resources and Chase Chair for Excellence in Corporate Strategy Fisher College of Business The Ohio State University

Inclusive Policing from the Inside Out Angela L. Workman-Stark, 2017-02-15 This book provides a roadmap for how police services can address incivility in the workplace and become more inclusive from the inside out In the past few years policing has come under increased scrutiny due to a number of police involved shootings and in custody deaths where systemic racism the inability to effectively confront persons suffering from mental illness and excessive use of force have been perceived by civil rights groups to play a significant factor These deaths and the subsequent public outcry have led to various constituents questioning the legitimacy of the police The book incorporates real stories of police officers and case studies of select police organizations A look inside a number of these departments has identified an equal concern for incivility within the workplace in the form of gender and ethnic harassment and discrimination The costs of workplace incivility can be significant as workplace victims are not only likely to decrease their work effort quality of work and their level of commitment to the organization they are also likely to mistreat others in the workplace and to take their frustrations out on those they serve While these costs have a significant impact for police organizations incivility by police officers against members of the public can have a much greater impact in terms of eroding perceptions of police legitimacy This book takes a

unique approach in providing a model for police organizations to pursue in becoming more inclusive To this end this book will be very relevant for police practitioners reform advisors researchers and graduate level course in special topics

Politics in Organizations Gerald R. Ferris, Darren C. Treadway, 2012 First Published in 2012 Routledge is an imprint of Taylor Francis an informa company

Perspectives on Justice and Trust in Organizations Linda L. Neider, Chester A. Schriesheim, 2012-08-01 We are living in an age of pervasive distrust one so severe that journalists discuss the trust deficit almost as regularly as they do trade or economic shortfalls Perceptions of injustice and lack of fairness have increased so much during the years after the economic crash of 2008 that few organizations both public and private have been left unaffected In fact numerous opinion polls illustrate deep distrust on the part of participants towards political leaders government organizations and certainly business leaders across many industries Democrats Republicans conservatives liberals the wealthy the poor executives police officers managers the list goes on and on Some months back an NBC WSJ survey showed an eye popping 82% disapproval rating for the U S Congress the lowest in the history of the poll With this climate as a backdrop Volume 9 of the Research in Management series brings together seven chapters written by leading scholars in the field of justice and trust who present new research models and conceptualizations to provide insights for key issues in this field both from a scholarly perspective as well as pragmatic suggestions for practice

Handbook of Managerial Behavior and Occupational Health Alexander-Stamatios G. Antoniou, 2009-01-01 The reader will find the articles themselves very well written and well researched this book would best be utilized as a reference tool for a researcher or as a reader for a masters or doctoral level course in organizational studies industrial or organizational psychology this text will be extremely valuable Jeffrey D Yergler Leadership Organization Development Journal This exciting Handbook provides an authoritative and comprehensive overview of managerial behavior and occupational health Containing both theoretical and empirical contributions written by eminent academics the Handbook covers a range of factors that influence behavior including migration and health job insecurity the impact of age diversity work stress and health in the context of social inequality as well as occupational health from a psychological perspective It is an essential reference tool to further research on psychology stress and understanding the behaviors of health within working environments The book will be invaluable to academics and students in the fields of occupational health

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

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

Fairness and Justice in Environmental Decision Making Catherine Gross,2014-01-10 By crossing disciplinary boundaries this book uniquely connects theories of justice with people s lived experience within social conflicts over resource sharing It shows why some conflicts such as local opposition to wind farms and water disputes have become intractable social problems in many countries of the world It shows the power of injustice in generating opposition to decisions The book answers the question why are the results of many government initiatives and policies not accepted by those affected Focusing on two social conflicts over water sharing in Australia to show why fairness and justice are important in decision making the book shows how these conflicts are typical of water sharing and other natural resource conflicts experienced in many countries around the world particularly in the context of climate change It tells the stories of these conflicts from the perspectives of those involved These practically based findings are then related back to ideas and constructs of justice from disciplines such as social psychology political philosophy and jurisprudence With a strong practical focus this book offers readers an opportunity to develop a deep understanding of fairness and justice in environmental decision making It opens up a wealth of fairness and justice ideas for decision makers practitioners and researchers in natural resource management environmental governance community consultation and sustainable development as well as people in government and corporations who interface and consult with communities where natural resources are being used

Social Psychology Karen A. Hegtvedt,Cathryn Johnson,2017-07-12 Social Psychology Individuals Interaction and Inequality invites you to take a sociological approach to the study of the individual in relationship to society This unique new text explains how social psychology provides varied yet interrelated explanations for individuals experiences in groups and how the micro level interactions of individuals have consequences for macro level phenomena within society Karen A Hegtvedt and Cathryn Johnson describe an array of processes that shape interaction given differences in status power or group memberships Unlike other social psychology texts theirs stresses the interconnections among these processes to create a story about how individuals perceive and then act in their social worlds In addition to introducing the central theoretical approaches and important empirical studies the authors also provide many examples that help students locate the substance of social psychology in their own experiences and social interactions In the end readers will gain an understanding of how their identities and perceptions shape what they do how the structures in which they are embedded may constrain or facilitate their behaviors and how these dynamics contribute to reinforcing or ameliorating inequalities in their social groups

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