

Components of Organizational Justice

1. Distributive Justice: Appropriateness of outcomes.
● Equity: Rewarding employees based on their contributions.
● Equality: Providing each employee roughly the same compensation.
● Need: Providing a benefit based on one's personal requirements.
2. Procedural Justice: Appropriateness of the allocation process.
● Consistency: All employees are treated the same.
● Lack of Bias: No person or group is singled out for discrimination or ill-treatment.
● Accuracy: Decisions are based on accurate information.
● Representation of All Concerned: Appropriate stakeholders have input into a decision.
● Correction: There is an appeals process or other mechanism for fixing mistakes.
● Ethics: Norms of professional conduct are not violated.
3. Interactional Justice: Appropriateness of the treatment one receives from authority figures.
● Interpersonal Justice: Treating an employee with dignity, courtesy, and respect.
● Informational Justice: Sharing relevant information with employees.

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