



# **Organizational Justice: The Search for Fairness in the Workplace (Issues in Organization and Management Series)**

*Blair H. Sheppard, Roy J. Lewicki, John W. Minton*

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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.

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