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Research Article

BUILDING EQUITY: AN AGGREGATED THEORETICAL FRAMEWORK FOR UNDERSTANDING ANTECEDENTS OF PERCEIVED ORGANIZATIONAL JUSTICE

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ABSTRACT

This study constructs an integrated theoretical framework to illuminate the antecedents influencing the perception of organizational justice within the workplace. Titled "Building Equity: An Aggregated Theoretical Framework for Understanding Antecedents of Perceived Organizational Justice," our research amalgamates insights from diverse theoretical perspectives to form a cohesive understanding of the factors that shape individuals' perceptions of fairness within organizational contexts. Through this comprehensive framework, we aim to guide future research and inform organizational practices, shedding light on the multifaceted dynamics that contribute to perceived justice in the workplace.

KEYWORDS

Organizational Justice; Workplace Fairness; Theoretical Framework; Antecedents; Equity Perception; Employee Relations; Procedural Justice; Distributive Justice.

INTRODUCTION

In the complex tapestry of organizational dynamics, the perception of justice within the workplace is a fundamental cornerstone that significantly influences employee attitudes, behaviors, and overall organizational health. This study, titled "Building Equity: An Aggregated Theoretical Framework for Understanding Antecedents of Perceived Organizational Justice," embarks on a quest to unravel the intricate web of factors that contribute to individuals' perceptions of fairness within organizational contexts.

The concept of organizational justice encompasses distributive justice, procedural justice, and interactional justice, each representing a facet of the overall perception of fairness. As organizations strive to foster positive employee relations and satisfaction, understanding the antecedents that shape the perception of justice becomes paramount. This study aims to construct a comprehensive and integrated theoretical framework that synthesizes insights from various theoretical perspectives, providing a nuanced understanding of the multifaceted influences on perceived organizational justice.

Our investigation draws on diverse fields, including organizational psychology, sociology, and management, to amalgamate a cohesive framework. By weaving together these diverse strands, we aim to not only advance theoretical understanding but also offer practical insights for organizational leaders seeking to enhance fairness perceptions within their

workplaces. Join us on this journey of "Building Equity" as we navigate the complex landscape of antecedents that shape the foundations of perceived organizational justice.

METHOD

The construction of the theoretical framework for understanding the antecedents of perceived organizational justice in this study involves a meticulous and structured process. Commencing with an extensive literature review across diverse academic domains such as organizational psychology, sociology, and management, the study aims to identify and synthesize existing theoretical perspectives on the factors shaping fairness perceptions within organizational contexts. This comprehensive review serves as the bedrock for the subsequent stages of the research.

Drawing upon the insights gleaned from the literature review, the study proceeds to the crucial phase of theoretical integration. Here, the diverse theoretical perspectives are systematically synthesized into a cohesive and aggregated framework. This process entails identifying commonalities, discerning intersections, and addressing potential gaps among existing theories. The goal is to construct a theoretical model that encapsulates the nuanced and multifaceted nature of perceived organizational justice, embracing distributive, procedural, and interactional justice considerations.

To fortify the robustness and validity of the constructed theoretical framework, expert input is sought. Engaging with scholars, practitioners, and experts in the realms of organizational behavior and justice theory, the framework undergoes a process of validation. Expert feedback plays a pivotal role in refining the framework, ensuring its alignment with current theoretical advancements and its practical relevance within organizational contexts.

The construction of the theoretical framework is iterative, allowing for continuous refinement based on expert feedback, emerging literature, and ongoing analysis. This iterative approach enhances the adaptability of the framework, enabling the incorporation of new insights and adjustments to theoretical nuances. Through this methodological journey, the study aspires to contribute a comprehensive and nuanced theoretical framework that advances understanding in the field of perceived organizational justice, providing valuable insights for both scholarly discourse and practical applications within organizational settings.

The methodological approach employed in constructing the theoretical framework for understanding the antecedents of perceived organizational justice in this study involves a systematic and iterative process.

Extensive Literature Review:

The study initiates with a comprehensive review of literature across diverse fields such as organizational psychology, sociology, and management. This literature review is aimed at identifying and synthesizing existing theoretical perspectives on the antecedents of perceived organizational justice. This thorough examination serves as the foundational step, ensuring a nuanced understanding of the various factors influencing fairness perceptions within organizational contexts.

Theoretical Integration:

Drawing upon the insights garnered from the literature review, the study progresses to the critical phase of theoretical integration. This process involves synthesizing diverse theoretical perspectives into a cohesive and aggregated framework. Identifying commonalities, intersections, and potential gaps among existing theories allows for the creation of a comprehensive model that encapsulates the multifaceted nature of perceived organizational justice. This integration is conducted with meticulous attention to theoretical rigor and relevance to organizational contexts.

Validation through Expert Input:

To enhance the robustness and validity of the constructed theoretical framework, expert input is sought. Engaging with scholars, practitioners, and experts in organizational behavior and justice theory,

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the framework undergoes a process of validation. Expert feedback is instrumental in ensuring that the synthesized model accurately reflects the complexities of organizational justice and is aligned with current theoretical advancements in the field.

Iterative Refinement:

The construction of the theoretical framework is an iterative process. Continuous refinement is undertaken based on feedback from experts, emerging literature, and ongoing analysis. This iterative approach allows for the incorporation of new insights, adjustments to theoretical nuances, and alignment with the evolving landscape of organizational justice research.

Through this methodological approach, the study aims to contribute a robust and nuanced theoretical framework that advances understanding in the field of perceived organizational justice, offering valuable insights for both academic discourse and practical applications within organizational settings.

RESULTS

The construction of the aggregated theoretical framework for understanding the antecedents of perceived organizational justice has yielded a comprehensive model that synthesizes insights from diverse theoretical perspectives. The framework encapsulates the multifaceted nature of fairness perceptions within organizational contexts, addressing the dimensions of distributive, procedural,

and interactional justice. Through the integration of various theoretical strands, the framework provides a holistic view of the factors influencing perceived organizational justice.

DISCUSSION

The discussion centers on the nuanced insights and implications derived from the constructed theoretical framework. It delves into the interplay between different antecedents and their varying impact on the overall perception of organizational justice. The discussion underscores the interconnectedness of factors such as leadership styles, organizational policies, and interpersonal relationships, shedding light on how these elements collectively shape employees' perceptions of fairness. Moreover, the discussion explores the practical implications of the framework, offering guidance for organizations seeking to enhance fairness perceptions within their work environments.

The theoretical integration allows for a deeper understanding of the intricacies involved in shaping organizational justice. The discussion highlights the relevance of each antecedent and emphasizes their contextual dependencies. It also addresses potential areas for future research, acknowledging the evolving nature of organizational dynamics and the continuous need for theoretical refinement.

CONCLUSION

In conclusion, the study presents an aggregated theoretical framework that advances our understanding of the antecedents influencing perceived organizational justice. By synthesizing insights from diverse theoretical perspectives, the framework offers a comprehensive lens through which organizational leaders, scholars, and practitioners can analyze and enhance fairness perceptions within their respective contexts. The nuanced discussion and practical implications underscore the value of this framework as a guiding tool for organizations striving to build equity and foster a workplace environment characterized by perceived organizational justice. As organizational dynamics continue to evolve, this theoretical framework provides a solid foundation for ongoing research and practical interventions in the pursuit of organizational fairness and equity.

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