

Zoom Workplace | 09:00 Remaining

Dr. Akhil Agnihotri | Dr. Bijay Kushwaha, VIT, Vellore | Jyoti Yadav | Rohit Kumar | Dr. Muskan Khan

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Dimensions of Justice

- Distributive Justice:** Distributive justice pertains to the perceived fairness of outcomes, such as pay, promotions, and rewards. Employees assess whether the distribution of those outcomes is equitable compared to others' contributions and the overall organizational standards. Fair distributive justice stresses that rewards are assigned with effort, performance, and results, leading to higher satisfaction and motivation.
- Procedural Justice:** Employees should be able to express their views and have a say in decision-making processes for procedural justice to work. When workers have faith in the organization's processes, they're more inclined to accept and even support choices, regardless of how they turn out. Employees are more likely to trust management and have less disagreement when they believe that they are being treated fairly.
- Interactional Justice:** Interactional justice concerns the fairness of interpersonal treatment that employees receive from supervisors and colleagues. It includes aspects such as respect, empathy, and effective communication. Employees value being treated with dignity and respect, and receiving honest, constructive feedback. High interactional justice is characterized by supportive, transparent, and respectful interactions that foster a positive work environment.

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Dr. Akhil Agnihotri | Dr. Bijay Kushwaha, VIT, Vellore | Jyoti Yadav

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Impact on Work Passion

- Perceived organizational justice significantly influences work passion, which is characterized by a deep emotional attachment and enthusiasm for one's job. When employees perceive fairness in their work environment, through equitable outcomes, transparent decision-making processes, and respectful interpersonal interactions, they are more likely to develop a strong sense of commitment and passion for their roles. As employees experience greater work passion, they are more likely to invest extra effort, contribute to a positive workplace culture, and achieve higher levels of productivity. In this way, perceived organizational justice creates a foundation for work passion by ensuring that employees feel their contributions are recognized and their needs are respected, thereby driving their commitment and enthusiasm for their roles.

Participants (13)

Find a participant

- DA Dr. Akhil Agnihotri (Me)
- Dr. Tanya Chouhan (Host)
- Rohit Kumar
- DA Dr. Avinash Chopra
- DB Dr. Brijesh Kumar Singh GCET-Galgotias

Meeting Chat

Dr. Brijesh

DB: A very good morning to session chair all other participants

JAGBIR SINGH to Everyone 10:24 AM

Who can see your messages?

to: Everyone

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Dr. Akhil Agnihotri Purnima Chahar Dr. Bijay Kurhaha Dr. Tanya Chouhan Dr. Priyanka Tarwar

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Introduction

- > Organizational activities, industrialization, and globalization are causing pressure to the environmental.
- > Effective ways of copying: green employee involvement
- > **Social exchange theory** is considered as base for the research model:

Core Concept:

- Positive actions from supervisors/organizations lead to positive reciprocating responses from employees.

Green employee involvement and Social Exchange:

- Green employee involvement send positive signals to employees.
- Employees reciprocate by showing affective commitment and extrarole green behaviour.

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Mediation results of Process Macro via bootstrapping (Model 4)

GEI→AOC→EGB	β	SE	LLCI	ULCI
Total effect	0.5098	0.0324	0.2173	0.5258
Mediated direct effect	0.2693	0.0348	0.0801	0.2778
Indirect effect	0.2405 (H4)	0.0624	0.1243	0.3696

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- Dr. Priyanka Tanwar
- JS JAGBIR SINGH
- PC Purnima Chahar
- J jyoti
- DB Dr Brijesh Kumar Singh GCET-Galgotias
- DA Dr. Avinash Chopra
- D Dr. Swati Singh
- M Muskan Khan

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- D Dr. Swati Singh
- M Muskan Khan
- k kratika gupta
- JS JAGBIR SINGH

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Dr. Akhil Agnihotri Rohit Kumar Dr. Swati Singh

Dr. Swati Singh

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Dr. Swati Singh

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