

Justice and Well-Being in Organizational Life

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March 13-14, 2020

9:00-18:00 Friday, 8:30 - 16:00 Saturday

- ◆ Type of course: Bloc seminar

- ◆ Summary of content:

Organizational justice is a well-established field of study in work and organizational psychology. Much research has examined both its antecedents and its consequences, confirming the importance of fair treatment for employees and for organizational effectiveness. Employee well-being, encompassing such concepts as satisfaction, stress, and emotions at work, is also an important topic for organizational researchers, with implications of applied importance. This seminar will survey the concepts of organizational justice and well-being, showing the important links between the two and emphasizing how workplace justice-based interventions can play a role in improving well-being at work.

- ◆ Goals:

Master the concepts of organizational justice, understanding the development of perceptions of fairness and their implications for organizational life. Understand how fairness perceptions are related to emotions, both negative and positive, and their importance for well-being at work. Be able to propose organizational interventions applying the concepts studied in order to improve organizational life.

- ◆ Method of Evaluation:

Students will read important recent articles and write a short paper to prepare the seminar. During the seminar, they will work in teams to propose an intervention applying the concepts studied to respond to case studies indicating problems of well-being at work. The intervention will be presented orally at the end of the seminar, and a written report presenting its bases in relation to the scientific literature will be required following the seminar.

Preparatory Assignments (to be completed by March 9, 2020):

First, read the following articles:

Colquitt, J. A., Scott, B. A., Rodell, J. B., Long, D. M., Zapata, C. P., Conlon, D. E., & Wesson, M. J. (2013). Justice at the millennium, a decade later: A meta-analytic test of social exchange and affect-based perspectives. *Journal of Applied Psychology*, 98(2), 199-236. doi:10.1037/a0031757

Robbins, J. M., Ford, M. T., & Tetrick, L. E. (2012). Perceived unfairness and employee health: A meta-analytic integration. *Journal of Applied Psychology*, 97(2), 235-272.

Second, prepare a short written assignment (5 pages double-spaced!), to be completed by March 9, 2020:

Find an article in a newspaper or news magazine concerning a situation where employees are complaining about some aspect of well-being in their jobs or organizations. Make sure to choose an article that describes the situation sufficiently for you to have material to analyze. The article should be about employees who work in your own home country or in a European country. Based on your knowledge in psychology, write a brief analysis of what the causes of the

employees' problems are, citing the theoretical bases for your analysis. In addition to your other relevant knowledge for the assignment, your analysis must include considerations from the two assigned articles. Then, based on your analysis, indicate what would be the basis of an intervention you could propose to improve employee well-being in this situation.

Your complete report is limited to 5 pages maximum (double-spaced, 12 font, 2.5 cm margins). You should describe the situation briefly in the first paragraph, making links to theoretical concepts you have studied. Then, you should describe the main elements in your intervention for improving the situation, indicating briefly the justification for your approach.

At the end of your report, indicate the references for your news article and any other sources you cite (it is possible to go beyond 5 pages for the references). Then, if possible, include the text of the news article you analyzed. Please send your report to Prof. Steiner by e-mail (dirk.steiner@unice.fr) no later than **March 9, 2020**. Bring a copy of your analysis with you to class on March 13.

Final Reports:

During parts of the class, students will work in teams. Each team will analyze one of the cases studied by its team members, working more deeply on an analysis of the causes of the well-being problems, and developing the intervention more completely. At the end of the class, each team will make a brief presentation to the class, and then write a team paper describing and justifying their proposed system. The paper should be no longer than 5 double-spaced pages, using APA format, and citing references appropriately (the references and any appendices can be beyond the 5 page limit). This final paper must be sent to Prof. Steiner by e-mail **no later than April 13, 2020**.

Grades:

Grades will be determined based on the three assignments:

- a) Preparatory assignment: 40%
- b) Team presentation at the end of the class: 20%
- c) Team final report: 40%