

Factors Affecting Employees' Perception for Procedural and Distributive Justice

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This study was carried out to understand the impact of demographic factors on employee perception about distributive and procedural justice. Four demographic variables, namely: age, gender, status and tenure of employees, were chosen as predictors, and their relationship with the two dependent variables: procedural and distributive justice, was studied. A total of eight hypotheses were formulated, linking each predictor to both dependent variables, individually. A questionnaire was then designed consisting of structured questions, determining employees' perceptions towards distributive and procedural justice in their organizations. Unrestricted non-probability sampling was employed to choose respondents working in different organizations – from universities to banks, and contact was established via survey. Data thus collected was processed using SPSS and analyzed through ANOVA and One-Sample T-test. It was seen that none of the predictors caused a significant variation in employee perceptions, except in the case of status and procedural justice, where significant variations were observed with respect to employee responses at different levels or positions in organizations.

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