



GENDER AND PERCEPTIONS OF ORGANIZATIONAL JUSTICE: A STUDY OF UNIVERSITY OF THE PUNJAB

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Abstract

The role of gender in perceived organizational justice has gained importance in research in view of ever increasing diversity of the organizational work force. The present study is aimed at investigating the gender differences in perceptions of organizational justice including all three dimensions, namely i) distributive justice, ii) procedural justice and iii) interactional justice. The study also purported to measure the differences in weighting various dimensions by each gender and most importantly whether and how perceptions of organizational justice vary with the gender of the authority figure in a work unit. The study was conducted in the University of Punjab, Lahore, Pakistan while utilizing the quantitative approach. It was concluded that gender does moderate justice perceptions, but contrary to what was expected, organizational justice perceptions are higher in the case of females than males as is evident through consistently higher percentages of females in each justice dimension. The weightage indicated by male and female respondents did differ, as both reported lower perceptions of organizational justice, specifically procedural and interactional justice, when the authority figure was a female. The paper discusses policy implications in this direction.

Keywords

Distributive justice, procedural justice, interactional justice, gender differences, gender role theory, subordinate / supervisor dyads