

TABLE 7-1**The Four Dimensions of Justice**

DISTRIBUTIVE JUSTICE RULES	DESCRIPTION
Equity vs. equality vs. need	Are rewards allocated according to the proper norm?
PROCEDURAL JUSTICE RULES	
Voice	Do employees get to provide input into procedures?
Correctability	Do procedures build in mechanisms for appeals?
Consistency	Are procedures consistent across people and time?
Bias suppression	Are procedures neutral and unbiased?
Representativeness	Do procedures consider the needs of all groups?
Accuracy	Are procedures based on accurate information?
INTERPERSONAL JUSTICE RULES	
Respect	Do authorities treat employees with sincerity?
Propriety	Do authorities refrain from improper remarks?
INFORMATIONAL JUSTICE RULES	
Justification	Do authorities explain procedures thoroughly?
Truthfulness	Are those explanations honest?