

Abstract

The diploma thesis deals with justice and fairness in the workplace. The theoretical part begins with an introduction to the topic, defines the key concepts and further states what are the differences between them. The following chapters describe research into justice and fairness from its inception, which dates back to about the middle of the last century, to the present. The theoretical part continues with the reasons that motivate individuals to think about justice and fairness, what are the consequences of perceived (in)justice and (un)fairness, and finally we present the existing tools that are used to measure these phenomena.

The empirical part focuses on the adaptation of two main, foreign methods (COJS and POJ) to the Czech environment, verification of their psychometric properties, basic validation and exploration the relationships between them. Due to the validation of POJ and COJS, we also set a secondary goal, namely the adaptation of scales describing the relationship to the organization and the superior and verification of their basic psychometric data.

The results of our research showed that the 4-factor model of justice (COJS) and the 1-factor model of overall fairness (POJ) can be considered satisfactory, even with the Czech version created by us, which corresponds to previously conducted foreign research and validations. We verified the satisfactory psychometric properties of the instruments, very good results of internal consistency and split-half reliability. We also managed to adapt the secondary scales, which focus on work engagement, psychological safety and turnover intentions. In the validations of the main scales, COJS and POJ, we also found in all cases a significant positive or negative relationship with the scales describing the relationship to the organization and the superior, which suggests the evidence of construct validity of the tools. This is again in line with previous research from abroad. The influence of age and gender on the scales was not proven, except for one case, namely the influence of the results in the POJ scale and gender when men scores significantly more than women.