

Abstract

Pocar, M. (2021). *Justice and fairness in workplace and related tools for their measurement*. Diploma thesis. Charles University. Faculty of Arts.

The rigorous thesis deals with justice and fairness in the workplace and follows up a diploma thesis entitled *Justice and fairness in workplace and related tools for their measurement* (Pocar, 2021). The diploma thesis is extended in both the theoretical and empirical parts of the thesis. 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 also deals with the motivation of the individual to perceive justice and fairness, the consequences of perceived (in)justice and (un)fairness, the prevention of perceived injustice and unfairness, and the measurement tools 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 of the relationships between them. We examined the relationships between justice, fairness, and selected job characteristics using structural equation modeling. Working individuals from the commercial, public and non-profit sectors were involved in the research (n=370). 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. Using structural equation modeling, we were able to confirm a functional model in which fairness acted as a mediator between the dimensions of justice on the one hand and work engagement, psychological safety, and turnover intentions on the other. 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 scored significantly more than women.

Keywords

Organizational justice, overall justice, overall fairness, structural equation modeling, measurement invariance