

Xavier University Bhubaneswar
University Dialogue Series (UDS)

Date: 29 November 2018

Time: 03.00 pm

Venue: Class Room 302

**A Review of Inconsistencies in Justice-Performance Literature - Can
Organizational Identification Bridge the Gap?**

Speaker:

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Research has positively linked organizational justice to employee performance. However, a literature review reveals that the research findings in this area have been inconsistent. While some studies have found strong relationship between justice-performance, others have found none. There is no consensus amongst researchers on which justice dimension is the strongest predictor of employee performance. This has led researchers to believe that there is a scope to explore further into the linking mechanism between the two constructs. Hence, some researchers have urged to contribute to deeper understanding of the relationship by exploring moderators and mediators that influence it. This paper reviews the literature on justice-performance relationship to highlight the inconsistencies present, thereby, opening up a research gap. It also highlights the commonly used moderators and mediators in the context of justice-performance relationship. It concludes by positing organizational identification (OID) as a potential moderator and/ or mediator in this context.

Keywords: employee performance, inconsistencies, literature review, mediator, moderator, organizational identification, organizational justice.

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