I thought they were fair, but then it all changed! Organizational justice and health in times of job change and job insecurity

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**Presentation/abstract**

Organizational justice is a powerful variable that reduces uncertainty in organizational life, for example, in times of job insecurity and organizational change. However, according to fairness heuristics theory, the dynamic model of justice perceptions and psychological contract theory, employees’ may change their organizational justice perception in case organizations do not behave as employees have come to expect.

In this seminar, I will present two empirical studies that have tested how organizational justice perceptions relate to health outcomes for employees who have gone through organizational change that has resulted in significant changes of their job positions (study 1), or who have experienced job insecurity despite having a permanent employment contract (study 2).

Both studies are longitudinal, however, in study 1, an organizational change process in one organization has been followed over the period of 2 years (three measurement times) and in study 2, an approximately representative sample of Swedish employees who responded to questionnaires over a period of six years (four measurements) in a cohort study (SLOSH) were analyzed.

Both studies unravel in what way organizational justice perceptions are subject to change in times of uncertainty, and how that affects individual health and well-being. Findings are discussed in light of theories on justice and psychological contract dynamics.