Understanding the Interaction among Procedural, Distributive and Interpersonal Justice: The Role of Trust

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ABSTRACT

Topics of this thesis are trust and organizational justice which are different from traditional perspective of trust, based on which employees measure whether their supervisors have signs of trustworthiness such as competency, consummate skill, high efficiency, consideration, loyalty, and possession of principles and justice. For the perspective of trust intention of single construct which refers to as willingness to be vulnerable, proposed by Mayer, Davis, and Schoorman (1995), this study proposes that trust of the employees (trustees) against the supervisor is established on the foundation that they anticipated they are not overseen, as well as prediction of the relationship among trust, trustworthiness, organizational justice where the supervisor is deemed as the reference entity, and explore the causes and results of organizational justice and trust. It is hoped that theoretical implication of findings of this research may serve as reference for future researches on justice and trust. The data were acquired from the questionnaires of longitudinal analysis completed by 382 members of school teams from several colleges in Taiwan. The results supported most of the hypotheses raised in this research, and indicated that: (1) the organizational justice in Time1 (T1) had positive effect on the willingness to be vulnerable in Time2 (T2); (2) the integrity in Time1 (T1) had positive effect on the willing to be vulnerable in Time2 (T2); (3) the organizational justice in Time1 (T1) had positive effect on the integrity in Time2 (T2). At the end of this article, this study proposes relative theories and practical implication, as well as direction of future research.

Keywords: rganization Justice Trust Trustworthiness Longitudinal Analysis

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