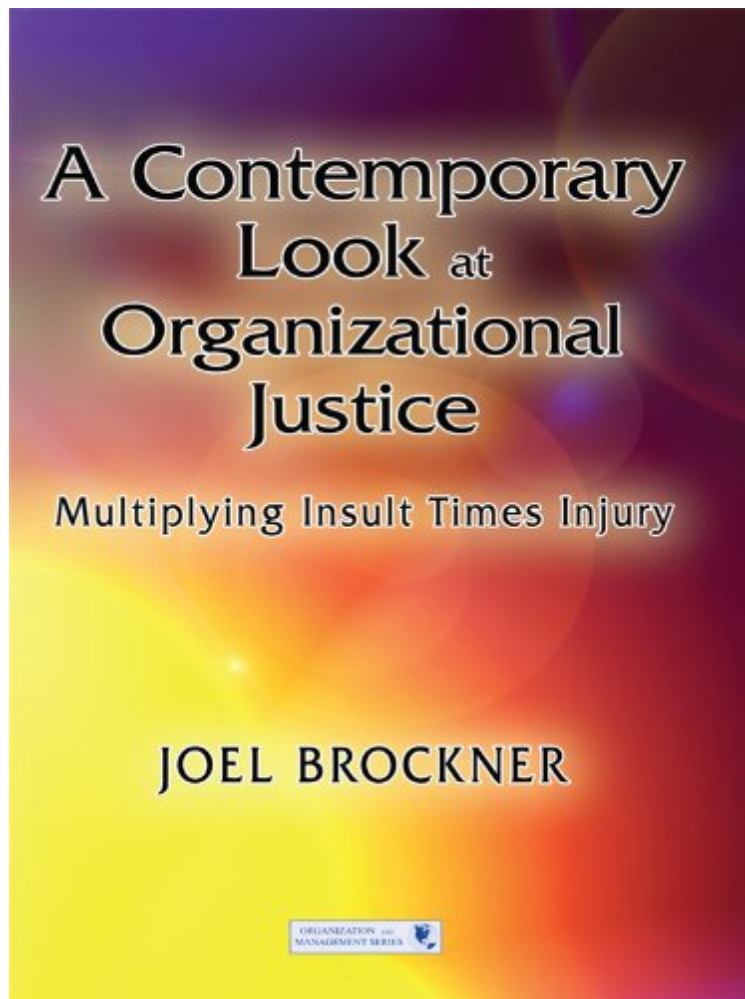


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Joel Brockner

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Joel Brockner : A Contemporary Look at Organizational Justice: Multiplying Insult Times Injury (Organization and Management Series) before purchasing it in order to gage whether or not it would be worth my time, and all praised A Contemporary Look at Organizational Justice: Multiplying Insult Times Injury (Organization and Management Series):

This book is for scholars with an interest in the burgeoning area of theory and research on organizational justice. The ideas it describes forge connections between the justice literature and other prominent bodies of knowledge in

organizational and social psychology, including those pertaining to trust, social identity, attribution theory, regulatory focus theory and cross-cultural differences in people's beliefs and behaviors. Though intended primarily for researchers, this book is written in a very accessible way, so that informed practitioners will gain considerable value from it.

"This is a huge achievement. The book is worthwhile reading for professionals and scientific researchers in the fields of organizational behavior, human resource management, social psychology and other fields pertaining to how people react to both the outcomes and the processes they are getting from social and work relationships. The author has made sure that he includes all the recent insights pertaining to these issues, making this a "must read" for all those interested in organizational and justice related domains." - Kees van den Bos, Department of Social and Organizational Psychology, Utrecht University, The Netherlands "In this book, Joel Brockner provides an incredibly comprehensive review and update of the status of research on organizational justice. The value of such a review and update should not be underestimated: the process X outcome interaction, included in this book, describes a critical phenomenon that is relevant to a broad range of issues within the social sciences and which more fundamentally strikes at the core of the psychology of people in group contexts." - Lyman Porter, University of California, Irvine, USA "Too many statements in the justice literature oversimplify effects and make pronouncements in support of the author's favorite perspective. Brockner moves beyond simple conclusions to tell us when different aspects of justice will be most critical in the eyes of the recipients of the justice and in the eyes of third parties. This book is an important contribution to the justice literature." - Max H. Bazerman, Harvard Business School, USA, Co-author of Judgment in Managerial Decision Making and Negotiation Genius "In this definitive reference, Brockner brings together decades of research on the process fairness x outcome favorability interaction--arguably the most well-replicated interaction in modern organizational behavior. He reviews classic explanations for the form and shape of the effect, while integrating new theorizing on stress, emotions, morality, and status. The book's seven chapters are well-organized and complete, with engaging writing that balances theoretical insights with practical implications. At a time when economic realities are making outcomes more and more unfavorable, understanding the power of process fairness is vital for scholars and managers alike. This promises to be a must-own for any reader interested in research and practice on organizational justice." - Jason A. Colquitt, University of Florida, USA "For decades, Joel Brockner has been among the world's leading researchers in the area of procedural justice. His theoretical and empirical contributions have shaped the field, and helped establish the study of procedural justice as a major area of social science inquiry. Now Brockner, in a truly stunning scholarly tour de force, pulls together the many strands of his contributions in a rich and powerful framework. This book will guide where the field goes for years to come." - Roderick M. Kramer, William R. Kimball Professor of Organizational Behavior, Stanford Business School, USA About the Author Joel Brockner is currently the Phillip Hettleman Professor of business at Columbia University and Professor of Psychology and Education in the department of Organization and Leadership, Teachers College. His graduate and PhD were in the area of Personality and Social Psychology from Tufts University. He has been elected as Fellow of the APA and Academy of Management. His past books include Brockner / Rubin: Entrapment in Escalating Conflicts, Springer Verlag, 1985 and Brockner: Self-Esteem at Work: Research, Theory and Practice, Lexington Books, 1988.