



POOR ORGANISATIONAL JUSTICE

IMPACTS OF POOR ORGANISATIONAL JUSTICE

The impacts of poor organisation justice on both workers and organisations is numerous. Some impacts to consider include:

ON WORKERS

Decreased job satisfaction: When employees perceive unfairness in the distribution of rewards, decision-making processes, or interpersonal treatment, their job satisfaction tends to decrease. They may feel demotivated, undervalued, and unappreciated, leading to reduced overall satisfaction with their work.

Increased and chronic stress: feelings of fair treatment and perceived injustice can contribute to increased stress levels among employees. Constant exposure to unfairness, bias, or mistreatment can lead to chronic stress, which can have detrimental effects on mental health, including an increased risk of depression.

Depression and negative cognitive patterns: When employees perceive unfair treatment it can create a sense of helplessness and hopelessness. They may feel that their situation is unlikely to improve, leading to feelings of despair and contributing to depressive symptoms. Individuals can also ruminate on negative experiences, focusing on perceived injustices or unfair treatment, contribute to the development or persistence of depressive symptoms and negative cognitive patterns.

Anxiety and Distrust: When employees perceive unfairness in decision-making processes or inconsistent application of

ON ORGANISATIONS

Lower organisational commitment: Poor organisational justice can erode employees' commitment to the organisation. When they perceive unfairness, they may feel less loyal and dedicated to the organisation's goals and values. This can result in reduced engagement, increased turnover intention, and a decline in organisational citizenship behaviours.

Reduced trust in leadership: Poor organisational justice can erode trust in leaders and managers. Employees may perceive leaders as untrustworthy or biased, leading to strained relationships and a lack of confidence in their decision-making abilities. This can hinder effective communication, collaboration, and the overall effectiveness of leadership.

Negative workplace relationships: Poor organizational justice can strain relationships among employees, supervisors, and teams. Unfair treatment or biased decisions can create conflicts, foster a negative work environment, and damage teamwork and collaboration. This can hinder effective communication, cooperation, and the overall morale of the workforce.

Higher turnover and talent loss: Employees who perceive poor organisational justice are more likely to seek alternative employment opportunities. High turnover can result in the loss of valuable talent, increased recruitment and training costs,



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policies, it creates a sense of uncertainty, unpredictability, and heightened anxiety and distrust.

Impacts on self-esteem and worth: When individuals perceive unfair treatment or a lack of recognition, it can negatively impact their self-esteem and sense of worth. Feeling undervalued, unappreciated, or disrespected can erode self-confidence and contribute to feelings of anxiety and self-doubt.

and disruptions to team dynamics and productivity.

Increased workers compensation claims: due to depression, stress and anxiety.