

SAMPLE PAPER

Running head: THE RELATIONSHIP BETWEEN INTERACTIONAL

1

The running head is used for publication purposes. Check with your professor to see if it is necessary.

Include a page number in the header.

The Relationship between Interactional Justice, Organization-based

Self-esteem, and Affective Well-being

Jane Doe

A00000001

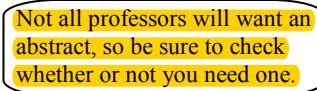
Saint Mary's University

Psychology 1000

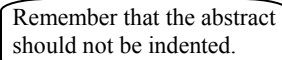
Dr. Brown

May 18, 2008

Include the university, course code, and professor's name if required.

A yellow callout box with a black border and a tail pointing towards the word 'Abstract'. It contains the text: 'Not all professors will want an abstract, so be sure to check whether or not you need one.'

Abstract

A purple callout box with a black border and a tail pointing towards the word 'Abstract'. It contains the text: 'Remember that the abstract should not be indented.'

Organizational justice is related to various employee attitudes and behaviours (Colquitt et al., 2001). It is comprised of distributive justice, procedural justice, and interactional justice. The current study examined the effects of interactional justice and organization-based self-esteem on job-related affective well-being in a sample of employees from a wide variety of occupations. Interactional justice and organization-based self-esteem were both significant predictors of employee well-being; further, organization-based self-esteem mediated the positive relationship between interactional justice and job-related affective well-being. Implications and future research directions are discussed.

Do not include a heading for the introduction (but there may be headings within the introduction)

The Relationship between Interactional Justice, Organization-based Self-esteem, and Affective Well-being

Title, double-spaced and not in bold, italics, or underlined

Organizational justice, the perceived fairness of an employee's organization, has recently been linked to various individual and organizational outcomes, including job satisfaction, organizational commitment, and job performance (Society for Industrial & Organizational Psychology, n.d.). Organizational justice has three components: distributive justice, procedural justice, and interactional justice. Research on organizational justice began with Adams' (1965) equity theory. Adams defined distributive justice as the fairness of the distribution of outcomes, or rewards, and emphasized the concept of relativity in determining how fairly outcomes are distributed. Employees compare the ratio of their own inputs into the organization, such as education, training, and skills, and their own rewards, such as pay and benefits, to the ratio of the inputs and rewards of other employees. Inequity occurs when the ratio of an employee's inputs to outcomes and the ratio of another employee's inputs to outcomes are unequal....

Example of an in-text citation with an organization as author and no date of publication

Citation of a whole work

Method

Example of a level one heading

Participants and Procedure

Example of a level two heading

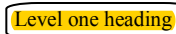
Participants were recruited via email by Study Response, a project designed to aid researchers in recruiting research participants, to complete an online survey. Individuals who were interested in being participants in various research projects signed up as volunteers on the Study Response website and were contacted with email invitations to participate. Survey Response sent out emails to 800 volunteers asking for their participation; the emails included a link to the survey, which was hosted by Survey Monkey. The emails ensured participants that all their responses would be kept anonymous and confidential....

Measures

Example of a level two heading

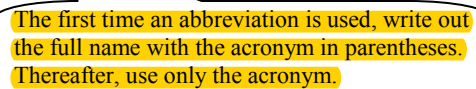
To assess interactional justice, Moorman's (1991) 6-item measure was used, which has been found to have high ($\alpha=.93$) internal consistency. An example item from this measure was "Your supervisor considered your viewpoint" (Moorman, 1991, p. 850). In order to keep the wording consistent across all measures, the wording of the items was changed from "your supervisor" to "my supervisor". The items were rated on a 5-point scale ranging from *strongly disagree* to *strongly agree*. High scores indicated high interactional justice....

An in-text citation for a direct quotation

Level one heading

Results

Prior to conducting analyses, the data were cleaned and screened for outliers. All statistical analyses were conducted using SPSS Version 15.0 for Windows. To test for common method bias, a principal components analysis with varimax rotation was conducted. Four factors emerged (two for the positive and negative emotions in the Job-Related Affective Well-Being Scale (JAWS), one for the interactional justice items, and one for the organization-based self-esteem items), indicating that high correlations among the measures were not due to the situation of only self-report measures being used....



The first time an abbreviation is used, write out the full name with the acronym in parentheses. Thereafter, use only the acronym.

Discussion

The results of this study provide support for the hypothesis that interactional justice and organization-based self-esteem are significant predictors of job-related affective well-being. These findings are consistent with relational models of justice. According to these models, individuals determine (at least in part) their worth in an organization based on how they are treated within it. If individuals are treated fairly and if they have high organization-based self-esteem, then it seems reasonable that they would have high job-related affective well-being....

References

Adams, J. S. (1965). Inequity in social exchange. In L. Berkowitz (Ed.), *Advances in experimental social psychology* (Vol. 2, pp. 267-299). New York, NY: Academic Press.

Colquitt, J. A., Conlon, D. E., Wesson, M. J., Porter, O. L. H., & Ng, K. Y. (2001). Justice at the millennium: A meta-analytic review of organizational justice research. *Journal of Applied Psychology*, 86, 425-445.
doi:10.1037//0021-9010.86.3.425

Moorman, R. H. (1991). Relationship between organizational justice and organizational citizenship behaviors: Do fairness perceptions influence employee citizenship? *Journal of Applied Psychology*, 76, 845-855.
doi:10.1037/0021-9010.76.6.845

Society for Industrial & Organizational Psychology. (n.d.). *Organizational justice perceptions* [PowerPoint slides]. Retrieved from www.siop.org/instruct/Justice/justice4.ppt

Notes about the reference list:

- Order the references alphabetically by last name.
- Keep entries the same spacing as the paper (i.e., 1.5 or double).
- When there are several works by the same author, list the earliest publications first, and list single-author entries before multiple-author entries with the same first author.
- If a single author has multiple works published in the same year, the list them alphabetically by title and include letters (starting with “a”) after the year in both the reference list and in-text entries (i.e. 1999a; 1999b).
- Arrange references with the same first author and different 2nd and 3rd authors alphabetically by the second author’s last name.

Table 1

Observed Intercorrelations Between all Study Variables

	Mean	SD	1	2	3
1. Interactional justice	3.51	.87	(.93)		
2. OBSE	3.84	.69	.52*	(.87)	
3. JAWS	3.28	.71	.60*	.74*	(.94)

Note. OBSE = organization-based self-esteem. JAWS = job-related affective well-being. Alpha coefficients are on the diagonal.

* Correlation is significant at the 0.01 level (2-tailed).

Note: Tables should be included at the very end of a paper unless your professor gives other instructions. While journal articles are not published this way, this is how submissions to journals are sent, so this is the way that Psychology students are usually encouraged to format their papers. Create the table according to proper formatting and, again, remember to include it at the end (not as an appendix).