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This forms the foundation for the discussion offive popular themes in contemporary organizational justice research: (a) attempts to distinguish procedural justice and distributive justice empirically, (b) the development of new conceptual advances, (c) consideration of the interpersonal determinants of procedural justice judgments, (d) new directions in tests of equity theory, and (e) applications of justice-based explanations to many different organizational phenomena.

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Organizational justice - Wikipedia

As illustrated, organizational justice refers to perceptions of fairness in terms of outcomes, processes, and interactions. Research to date has concerned itself with identifying antecedents that influence these perceptions and the resulting attitudes and behaviors once these judgments have been made.

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