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Perceptions of organisational justice, restorative organisational justice and their relatedness to perceptions of organisational attractiveness.

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ABSTRACT

Organisational justice has been of great interest to researchers as it has been linked to employee attitudes and behaviours (Dailey & Kirk, 1992; Greenberg, 1990; Moorman, 1991). However in the context of South African organisations, restorative organisational justice, Ramsay (2009) argues, should occupy a similar place of interest. This is because South African organisations are governed by social correction policies such as employment equity which aims at correcting past injustices in the work place. This has resulted in the preferential selection of previously disadvantaged groups. The current research study attempted to understand the relationship between organisational justice and organisational attractiveness as well as the relationship between restorative organisational justice and organisational attractiveness. Furthermore the research attempted to explore whether or not there was a difference in degree of association between these two organisational justice frameworks and their relationship with organisational attractiveness. The research was conducted on a sample of 342 employees from a debt collection organisation. Only the call centre department within the organisation participated. The results further confirmed the strong relationship between organisational justice and organisational attractiveness. Surprisingly restorative organisational justice overall, did not prove to have as strong a relationship with organisational attractiveness as compared to the traditional organisational justice framework. Research should not end here and future research should attempt to explore restorative organisational perceptions using different samples with a more diverse representation of race.