

Deservingness and Fairness among authorities and subordinates

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Thinking about fairness

- Think about a recent encounter with someone else in which there was a conflict between the two of you.
- Do you think you were treated fairly in that conflict?
- What was it about this encounter that made you think you were treated more or less fairly?

Group Value Theory of Procedural Fairness (Lind & Tyler, 1988)

- Trust
 - Neutrality
 - Standing (Respect)
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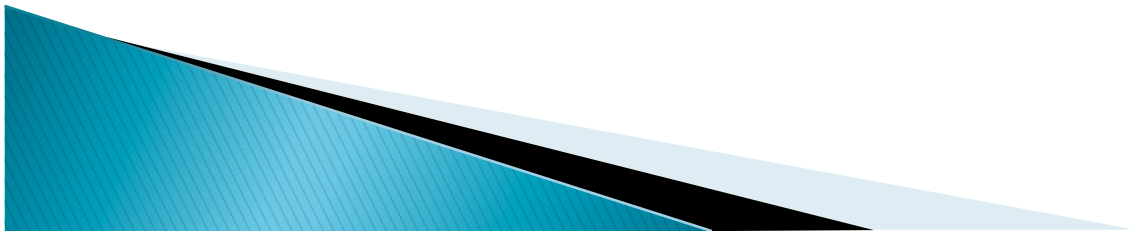
Competing predictions

Group Value Theory (Tyler & Lind, 1988)

- ▶ High ranking group members care **less** than low ranking group members about how respectfully they are treated.
- ▶ This is because they are confident that their **group values them**.

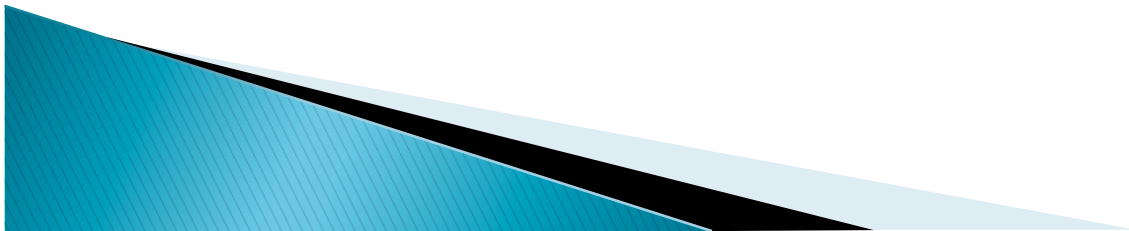
Deservingness Hypothesis (Heuer & Rashid)

- ▶ High ranking group members care **more** than low ranking group members about how respectfully they are treated.
- ▶ This is because they think **they deserve respect** due to their high rank.

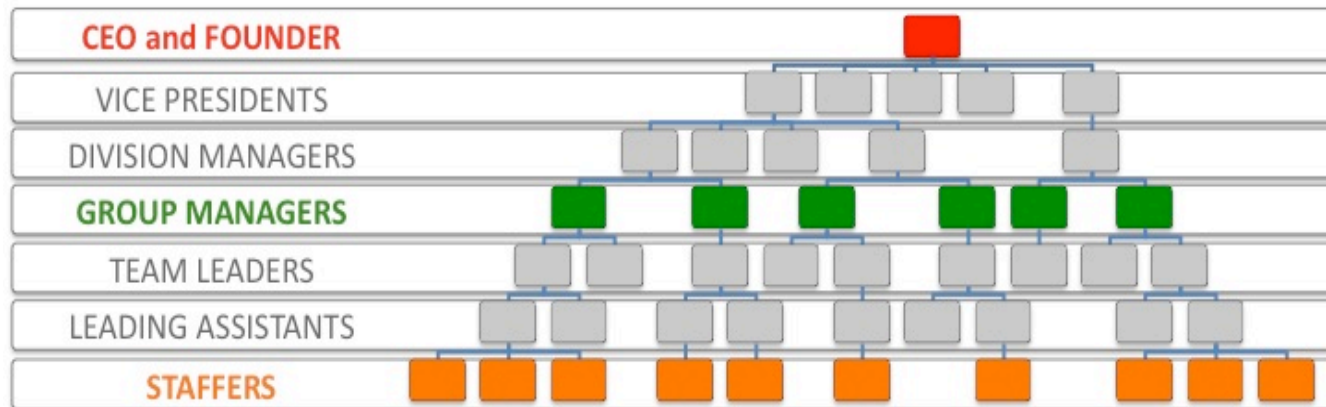


Methodology

- Participants (N = 41) read a brief story about an encounter involving a conflict between two people at an electronics company. They were asked to imagine themselves as one of the participants in the conflict.
- We manipulated two variables in our story:
 - Rank (High versus Low)
 - Respect (High versus Low)



Manipulation of Rank



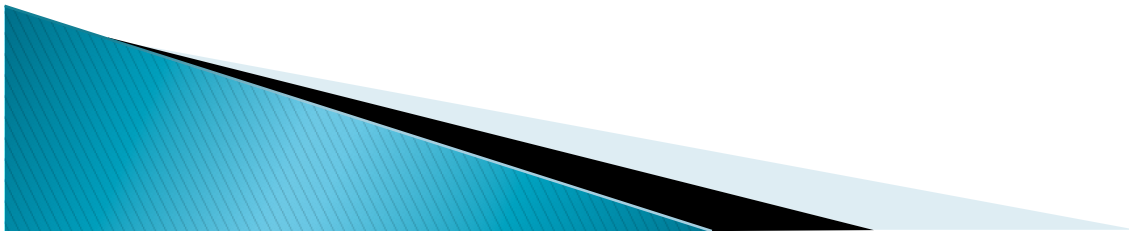
Manipulation of Respect

Respect High:

I have received your request for a meeting so that we might discuss your thoughts concerning my decisions about our health care policy. **I have decided to schedule a meeting with you to obtain your views.**

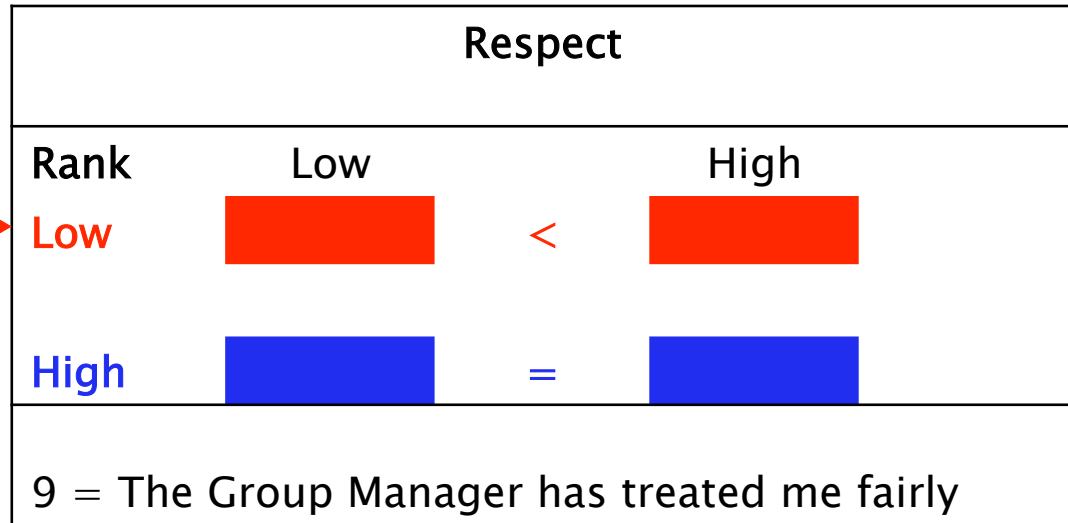
Respect Low:

I have received your request for a meeting so that we might discuss your thoughts concerning my decisions about our health care policy. **I have decided NOT to schedule a meeting with you to obtain your views.**



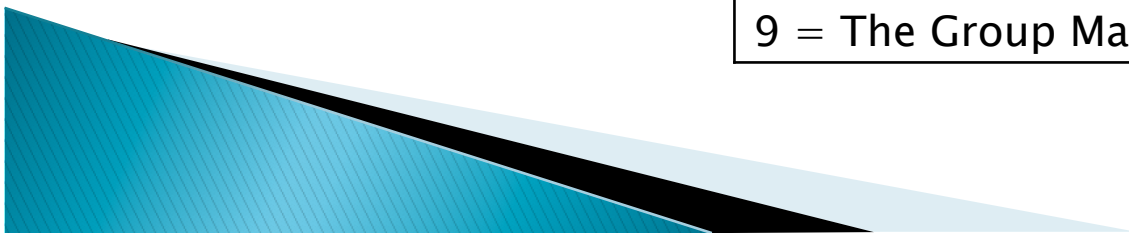
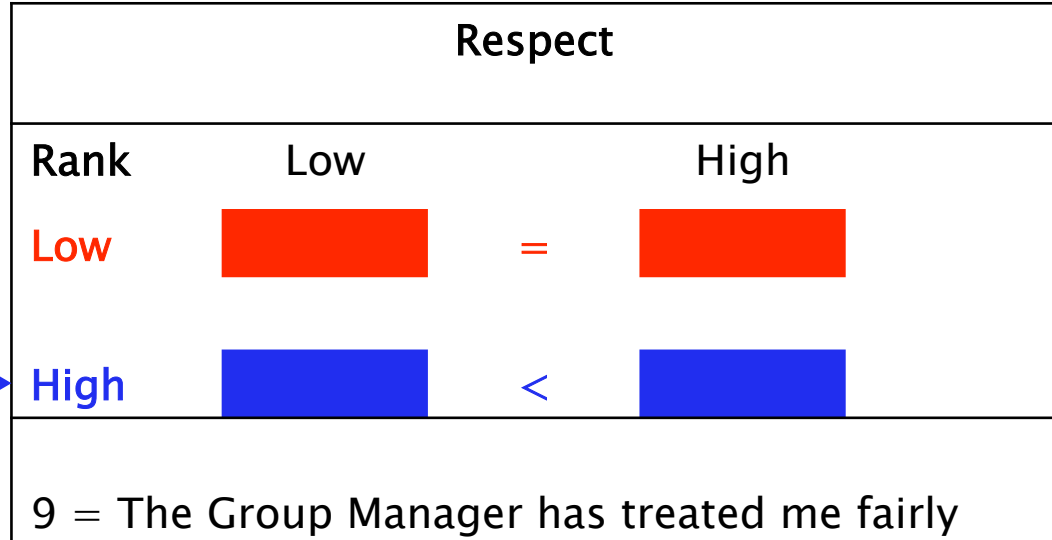
Group Value Theory:

Respect matters most for Low Rank group members



Deservingness:

Respect matters most for High Rank group members



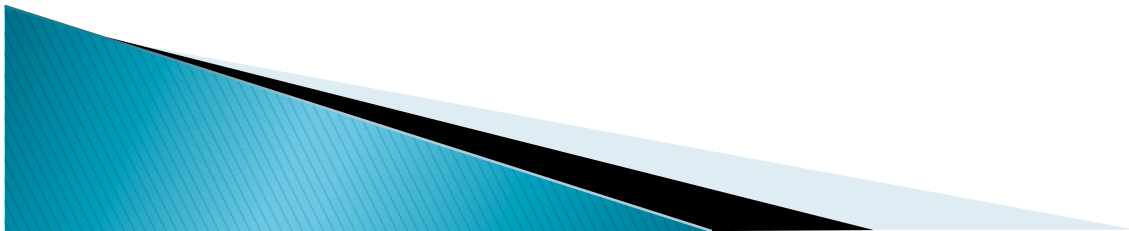
Results

Respect		
Rank	Low	High
Low	3.2	7.5
High	4.3	6.4

9 = The Group Manager has treated me fairly

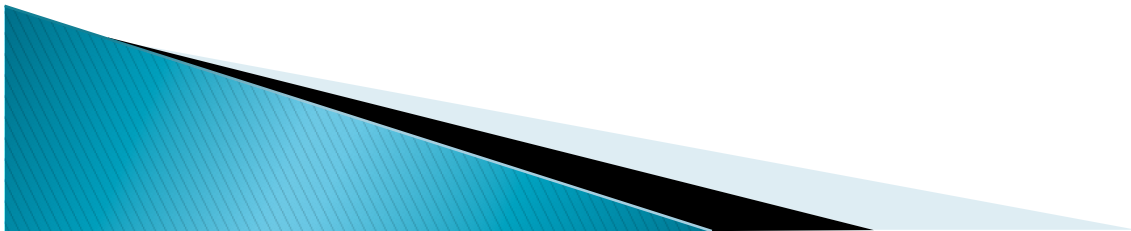
The Group Value theory predicts that respect matters most for the low rank individuals

The Deservingness hypothesis predicts that respect matters most for the high rank individuals



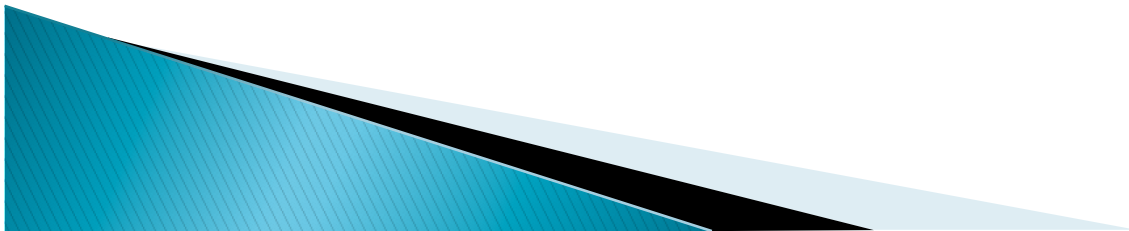
Future Studies

- ▶ Adding more questions about deserving in the questionnaire:
 - e.g., I deserve respect; I deserve a Voice ; I deserve a meeting



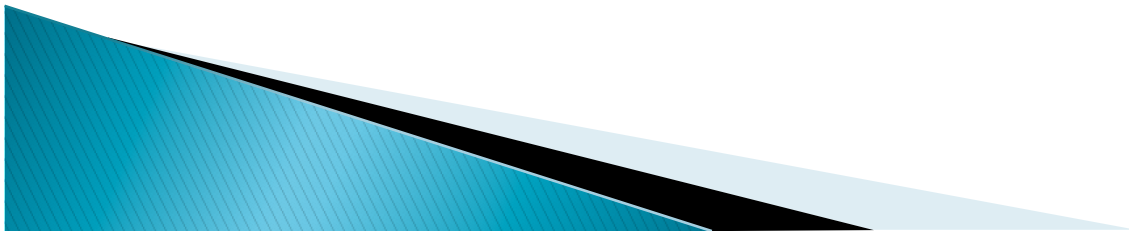
Reference

- ▶ Tyler, Tom R. “Journal of Personality and Social Psychology (1989):Vol.57.No 5, 830-838.
- ▶ Lind, E. Allan and Tyler, Tom R. “The Social Psychology of procedural Justice.” New York: Plenum Press, 1988



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Thank You



Questions?

