

A Theoretical Approach on Organizational Justice and Financial Performance

Autoria

Victor Pessoa de Melo Gomes - victor.melogomes@gmail.com

Prog de Pós-Grad em Admin/Faculdade de Economia, Admin e Contab – PPGA/FEA / USP - Universidade de São Paulo

João Maurício Gama Boaventura - jm@boaventura.adm.br

Resumo

The concern with the relationship and with the stakeholders' interests has been gaining more attention as the management of the organizations evolves. The panorama of greater accountability, demanded by society and by the competitive environment of the corporate world itself, demands ethical, fair, and sustainable practices from companies. In this sense, effective and fair stakeholder management becomes relevant. Thus, the stakeholder theory shows itself as a valid theoretical perspective for this challenge. In its conceptualization, stakeholder theory has pointed out different issues for strategic management practices (Freeman, 1984), and how to treat the stakeholder fairly has been one of the concerns of the proponents of the theory (Bosse et al., 2009). In this sense, principles of organizational justice have been incorporated into stakeholder management models (Bosse et al., 2009; Bridoux & Stoelhorst, 2014). We argue that organizational justice, including its basic concepts of distributive justice, procedural justice, and interactional justice, are able to positively impact the bottom line of organizations.