



Organizational Politics, Justice, and Support: Managing the Social Climate of the Workplace

By Russell S Cropanzano, K. Kacmar



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Experts in the fields of organizational politics and justice explore the nuances of organizational life. They analyze how these concepts work alone and in concert with each other to influence employees' perceptions of and reactions to their organizations. One argument concludes that managers use politics to compensate for the inadequacies in the current approach to human resources management, while another finds that support and justice benefit the employer, not the employee. Practitioners and scholars in human resources, organizational behavior, psychology, and business law will find new and controversial interpretations of human behavior in the workplace.

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Editorial Review

About the Author

RUSSELL S. CROPANZANO is currently an Associate Professor of Psychology at Colorado State University. His major research interests include the application of social justice principles to human resource interventions.

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