

# Integrative opinion paper

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## ***Why are principles of distributive and procedural justice often violated in organizations?***

Although nowadays most people are fully aware of distributive and procedural justice, it is still often violated in organizations. In my opinion, the main reason is that people sometimes have inaccurate perception.

To illustrate, even though we sometimes don't mean it, we might have wrong stereotype of gender, age, sexual orientation, religion, and other dissimilarities among people. It happened because the information we have received contains prototype that some people might feel offended, whether it is from politician, music, movies, or comedies. Take one of my favorite sitcoms, the Big Bang Theory, for example. Although it is a successful comedy and won a lot of awards over the past few years. Many jokes in the comedy are about stereotypes. There are five main characters in the show, and they are Sheldon, Leonard, Howard, Rajesh, and Penny. The former four people are college postgraduates, Rajesh is an Indian with an accent, and all four of them were depicted as people who don't fit in social events. As for Penny, she is blonde and characterized as girl who didn't like to study and party a lot. Over the twelve seasons of the show, many jokes are based on the stereotypes of these character's race, and social perception. For example, Rajesh is sometimes mocked by his Indian accent. Some might say this is just a joke and don't take it too seriously, but not all of the Indian has that accent when speaking English, and the show just strengthened the wrong perception to its viewers. Others might say that all the viewers should be smart enough to know that these characteristics don't apply to everyone who have some similarities to the characters. But the stereotypes have deepened in our mind through the show and most of the people are not aware of this. There are possibilities that when a manager met blonde subordinate like Penny, he immediately assumed her personality is same as the character and think she will be lazy at work. The manager might treat her differently because of this wrong perception. The Big Bang Theory is just an example, there are many other shows that has caused the same consequences. Therefore, even though most of us understand the importance of distributive and procedural justice, the bias has been broadcast and affect us quietly. I believe wrong perception is the main reason that distributive and procedural justice are offended in organizations, and the media is the one to be blamed. To solve this, the movie and TV industry should be more careful about their production and start to provide some distributive and procedural justice products.

***What can you do to enhance your awareness of issues relating to distributive and procedural justice as an individual?***

First, I can increase diversity awareness by raising awareness around me. To be more specific, while facing racism or other discrimination, I would speak out for the victims and correct the one who discriminates others. As mentioned in the previous answer, sometimes people don't violate distributive and procedural justice on purpose, therefore, I won't make a scene by correcting them, instead, I will be gentle and reasonable. After all, the action should be helpful to the situation instead of causing more problems. Also, I can join clubs and movements related to distributive and procedural justice. I believe it is the best way to understand a concept or generate awareness through joining events, meeting people that gathered for the same purpose, and exchange thoughts about distributive and procedural justice. I will be an active listener, stay engaged and show passion to the event.

Another way for me to enhance diversity awareness is through interactions. It is important to act carefully and not offend others for not knowing their traditions. For example, the V sign means victory and peace in many countries. However, there are some countries that consider this offensive. Therefore, if I know who I am going to interact with, I will do some research before meeting them, and network with awareness in mind. However, others might not have the same mindset as I do and accidentally offend me or other participants. In such a case, I won't judge or criticize them. Instead, I will stay open-minded during the conversation. However, I think it is important to spread diversity awareness. Therefore, I will tell them it is offensive to my culture, but it will just be a friendly reminder.

Furthermore, as I mentioned earlier, there are many songs, films, and comedies that contain stereotypes that will have a negative influence on the audience. Since I will join distributive and procedural justice related clubs and movements, I will bring up these issues and discuss with others, maybe many people will feel the movement related and give the media industry the pressure to make more diversity awareness products.

To sum up, to make myself more aware of distributive justice and procedural justice, I believe I will gain a deeper understanding of it by joining clubs, events, and having discussions with people from different backgrounds about the topic as well as trying to make an impact to the media industry.

***How can you, as a current or potential leader, embed distributive and procedural justice principles effectively to create a socially responsible organization?***

As a potential leader, I will take proactive approach to create a socially responsible organization. Companies don't necessarily follow distributive and procedural justice at every section of the company. Thus, I will actively promote the principles with the following actions.

First, I will encourage flexibility. Since colleagues come from many different backgrounds, they may come up with different approaches when solving same issue. Instead of judging their approaches, I will stay openminded and observe their point of view. Diversity is never a problem, instead, it provides me the opportunity to think out of the box, since I might not have come up with different approach if I haven't met people with different backgrounds. Therefore, I will cherish the opportunity and think from other's viewpoint.

Second, I will hire consultants at the fields of distributive and procedural justice to the company. Since they are the professionals in the field, I believe through their guidance, the company will achieve distributive and procedural justice. However, I won't randomly hire someone who claimed to be a consultant, I will carefully compare different consultants and choose the one that I believe is the best fit for the company. The consultant I prefer is someone who can increase the interaction between colleagues, correct members when they have wrong perception or wrong schema of other member and provide channels for victims of workplace discrimination. Through the joining of such consultant, I have faith that the company will be a distributive and procedural justice environment.

Lastly, a company is normally composed of different race, nationality, gender, and age. Take race for example, many companies in United States have fewer black people and Asian in management roles. As a potential leader, I will introduce mentorship to the company. To be more specific, staffs that are black people or Asian that are eager to be promoted might have trouble finding role models. In such case, I will encourage staffs at the management roles of their race to mentor them since no one understand how to get the promotion in the company better than they do. And I think this is the right way to increase diversity in the management roles.

References:

5 tips to improve your diversity awareness in 2021. ([Link](#))

How to Have a Productive Conversation About Race. ([Link](#))

Why Black Workers Are Still Underrepresented in Management Roles. ([Link](#))