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Procedural Justice and Innovation: Does Procedural Justice Foster Innovative Behavior?

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ABSTRACT

The influence of procedural justice on intended innovative behavior was studied in a sample of students and employees. Although earlier studies suggests that procedural justice increases innovation-related behavior such as spontaneous cooperation, so far systematic research is scarce. Results indicated that the provision of voice increased participants' intention to show innovative behavior such as task revision, creativity, and persistence in a business simulation task. Furthermore, the effects found were mediated by intrinsic motivation and identification, but not by occupational self-efficacy. These findings suggest that justice in organizations and procedural fair conditions in particular can drive innovations.

KEYWORDS

Procedural Justice; Innovation; Task Revision; Creativity; Persistence

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