

Sample essay on research review

[Business](#), [Employee](#)



The research question included establishing how organizational justice is used in a work setting to try and achieve different objectives. The objectives in this particular research are based on the impact that stressing has in the work setting. This is in terms of the way the employees will relate with the emphasis made and whether it will prove to be a challenge that may affect their performance at work (Zhang, Lepine, Buckman and Wei 675). Stressing is evaluated based on its relation with the impact that it will have in the work performance. Work performance is based on different factors such as creativity, productivity, and efficiency. There are also efforts made to try and evaluate the impact leadership has on both of the factors that are in review. It is through this that they try and establish the impact leadership and justice have in different organizations. The evaluations are conducted among different employees in different organizations to try and acquire the best end results from the research conducted.

The methodology that was used to conduct was through issuing out questionnaires to the different employees that were carefully selected to ensure that the results collected were accurate based on their experience in the organization (Zhang, Lepine, Buckman and Wei 681). The answers provided were later interpreted into proper English to ensure that the outcome was accurate. This is because most of the employees were Chinese and may not have been fully aware of the English terms that they could use to express themselves fully. The data collected through this method was aimed at evaluating their relations with their supervisors based on the relation in terms of stressors that their supervisors make and how it affects their work in terms of efficiency, performance and productivity. These are

the factors that the researchers aimed at establishing through the methodology in use.

The results of the research conducted varied differently depending on the employment unit particular employees were located. The results varied since the different employees were under different supervisors (Zhang, Lepine, Buckman and Wei 683). Being under different supervisors, it is likely that the results would differ based on the different existing stressors. This indicates that there are diverse factors that are to be considered while evaluating their performance.

The research could have been more efficient if there were fewer loopholes in the research. This can only be achieved through proper evaluation of the matters that may have been left out while conducting the research. These loopholes are evident through the lack of use of other sources which may have been significant in trying to evaluate other factors that may have caused the differences in the results other than the supervision. Cross-sectional relationships should also be ruled out to ensure that all possibilities that may result to inaccuracy are eliminated. Such changes may be efficient in making sure that the research acquires the desired results. It is through learning from the setbacks that occur while conducting the research that the researchers can try and improve on their researching strategies and methodology.

Through this research, it is evident that there are diverse factors that play a major role in influencing the productivity of employees in an organization. It is also important to note that the stressing that supervisors make goes a long way in determining how an organization relates with its employees.

Acknowledging the importance and need for leaders to have justice and maintain good practices.

Work cited

Zhang Y, Lepine J, Buckman B and Wei F. “ It’s not fair or is it? The role of justice and leadership in explaining work stressor-job performance relationships” *Academy of management journal*. 57. 5. (2014). 675-697.
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