

Equity theory and organizational justice theory

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Equity And Justice Equity And Justice The article ed by Moss focuses on a lawsuit that has been filed against the NBA and the lawsuit has been filed because of the unfair and discriminatory employment practices carried out against different individuals playing NBA. In the article the author points out that the females working for NBA are being unfairly treated as they are being paid low and especially those females who have children are being pushed out of the job and they are not being paid well and are not even allowed to work with the assistance of flexible working hours.

In order to avoid the lawsuit and ensure that NBA treats all its employees in a fair manner, the organization should adopt flexible working hour policy for mothers who work for them. This solution is based on the theory of distributive justice that states that burdens and benefits that an organization should be divided on the basis of those who need those burdens and benefits (Pinder, 2008, p. 314). This solution will make the female workers feel that they are being treated equally as they are being allowed to take the burden of work and at the same time they are being offered with flexible working hours as a reward. The organization can even develop a child care center within the organization to ensure that female workers do not have to pay thousands and dollars for child care services. This solution is based on the equity theory which states that individuals should be rewarded in accordance to the work they perform. Those individuals who perform less should be provided with fewer benefits and those who work more should be provided with more benefits. This solution will make female workers feel that they are being treated in an equitable manner and the organization is paying them for working late hours till 8: 00 PM. They will feel that extra work is being paid through the childcare services that the organization is offering to them.

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References

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