

Fairness and unfairness - greenberg and bobocel articles

[Psychology](#)



Questions on Fairness and Unfairness

Question 1: Key Findings from Jerald Greenberg's Article

Introducing a ban on certain behavior at work is not an easy task. The management has to assess the situation and how the ban affects the employees at work. Most importantly, the ban introduced at work should not be based on unfair reasons such as personal conflicts, racism and other evil vices. In Jerald Greenberg's article, the smoking ban at work was first announced to assess employees' acceptance of the ban. After assessing personal responses from the non-smokers and smokers at work, the management had enough information to determine whether the ban was going to work. The key findings made from announcement of the ban showed that most employees accepted the idea of the ban because of the technique that the management used to announce (Greenberg 289). In addition, in page 289, the findings show that the heavy smokers easily accepted the ban because of getting thorough information in a sensitive manner. Most of the heavy smokers accepted the ban easily, because they received the information separately and in a sensitive manner. The non-smokers were not greatly affected by the way the information was presented (Greenberg, 290).

Question 2: Behavior that I would like to ban from the school setting

Talking to work colleagues is an excellent way of communicating and it also reduces boredom at work. However, it is important to note that talking at all times is not a healthy habit, particularly when it is unproductive. For example, the behavior at work which I would be happy to see banned would be too much talking especially when someone is busy. There are certain

people at school who always come at someone's desk after they are through with their assignments to talk about topics which are not related to school work or school. In my view this problem is unfair because it distracts those who have not completed their work.

Based on Greenberg's findings in page 296, on how to introduce bans, I would also make such an announcement in a sensitive manner. I would present the reasons for the ban, before implementing the ban. In my view this would work on certain people only and not likely to work on others because students are different and not all people like following rules.

Question 3: Individual Characteristics that influence how people respond to Fairness and Unfairness

In Ramona Bobocel's article, it is clear that there are certain individual characteristics which affect how people respond to injustice. These are personal characteristics such as how people perceived themselves and others, which the author terms as other-oriented and self-concerned, people (Bobocel 729). Other traits which I believe influence how people respond to fairness and unfairness includes egocentric behavior and selflessness. A person is egocentric is likely to view every outcome of an unfair event with an inferior feeling because such people tend to believe they deserve more than what is available. For example, if an egocentric person is told to quit smoking, even in the most sensitive way, they are still likely to view the situation unfair based on their thoughts as people who deserve all the best things and treatment in life. A selfless person facing an unfair event such as being told to quit smoking is likely to respond positively, if the announcement is given in a sensitive way, because they are confident with

their actions.

Works Cited

Bobocel, Ramona. "Coping With Unfair Events Constructively or Destructively: The Effects of Overall Justice and Self-Other Orientation." *Journal of Applied Psychology*. 98. 5 (2013): 720-731.

Greenberg, Jerald. "Using Socially Fair Treatment to Promote Acceptance of a Work Site Smoking Ban." *American Psychological Association*. 79. 2 (1994): 288-297.