

# *Abstract*

The present dissertation consists of five studies to explore the norm explanation of non-instrumental justice effect. A brief review on justice theories, justice effect and norm could be found in Chapter One. Chapter Two (Study 1) examined whether the interactional justice of a third party could affect outcome evaluation in a scenario experiment. Results showed that the perceived interactional justice affected the observer evaluations of the actor. The results were consistent to Leung, Chiu & Au (1993)'s findings. Chapter Three (Study 2) tested the non-instrumental observer justice effects in a survey. The non-instrumental interactional justice effect existed even if the sympathy, personal experiences and perceived outcome favorability were taken into account. On the other hand, the non-instrumental procedural justice effect existed only when the perceived outcome favorability of the victim was not taken into account. The results indicated that there was a non-instrumental justice concern that could not be easily explained by the present justice theories. Chapter Four (Study 3) examined the non-instrumental justice effect in a natural setting. Newspaper editorials were extracted and coded. Results showed that the editorial writers did refer to justice principles when they made comments on employer-employee disputes. In addition, interactional justice principles were more frequently being referred to than procedural justice principles and

distributive justice principles. It was in concert with the past studies showing the superior explanatory power of interactional justice (Moorman, 1991). A norm theory of justice was proposed in Chapter Five. The suggested main and moderation effects of norm was tested in a survey in Chapter Six (Study 4). The results showed that justice norms do account for outcome evaluation. Chapter Seven (Study 5) examined how might the norm explanation of justice account for the superior effect of interactional justice in a reaction time experiment. Results showed that interactional justice norms could be responded in a faster manner than procedural and distributive justice norms. It was consistent with the view that the stronger effect of interactional justice could be attributed to its relatively stable and salient norms. Finally, we would conclude our study in Chapter Eight and future research directions were suggested.