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# NEWSLETTER

## IN THIS ISSUE

Publication: Peer Justice and the Individual .....	2
Reminder: University of Coimbra awards Honoris Causa degree to José Maria Peiró (live broadcast).....	3
CARMA: CARMA's 25th Year Anniversary Special Celebration.....	4

# Publication: Peer Justice and the Individual

Congratulations to Yolanda Estreder, Vicente Martínez-Tur, Inés Tomás, Priscila Álvarez, and Russell Cropanzano for their new publication in Journal of Business and Psychology.

## Peer Justice and the Individual

Yolanda Estreder<sup>1</sup> · Priscila Álvarez<sup>1</sup> · Vicente Martínez-Tur<sup>1</sup>  · Russell Cropanzano<sup>2</sup> · Inés Tomás<sup>1</sup>

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### Abstract

Peer justice refers to the perceived fairness of the treatment an employee receives from coworkers. Although research has found peer justice to be an important predictor of work attitudes and behavior, prior work has only conceptualized the construct at the unit or group level. This limitation can be problematic because peer justice theories sometimes involve within-person effects. In response, we propose and test an individual level model of peer justice. We then test the model with 100 employees from a luxury tourist resort. Respondents answered a questionnaire on ten consecutive working days, resulting in 1000 daily diary recordings. Within-person variance was significant, not only for daily peer (70%) and supervisor (59%) justice but also for the outcomes (52–70%), thus justifying the study of intraindividual associations. Using growth models, the results showed significant links from daily peer justice to daily changes in overall job satisfaction, in-role performance, and helping coworkers. Each of these effects went beyond the daily treatment received from the supervisor.

**Keywords** Daily peer justice · Within-person variance · Growth models

You can read it [here](#)

# Reminder: University of Coimbra awards Honoris Causa degree to José Maria Peiró (live broadcast)

Professor José María Peiró will receive the highest distinction by the University of Coimbra (Portugal) on Wednesday, April 12 at 10:30 in the Great Assembly Hall of the University.

The ceremony will be **broadcast live** by connecting to [www.uc.pt/emdireto](http://www.uc.pt/emdireto).



# CARMA: CARMA's 25th Year Anniversary Special Celebration

“On **April 14**, CARMA will host a special webcast celebrating our **25 years of providing research methods education for organizational/social sciences**. The theme of this event is **Resources for Research Methods and Analysis**, and its goals are to promote scholarship on research methods topics, increase awareness of academic communities supporting research methods, and to honor CARMA Short Course Instructors who have contributed to research methods education through their efforts.

This event will include an **Editor's Panel** featuring representatives from top journals that publish research methods articles, including Organizational Research Methods, Journal of Management, and Journal of Business and Psychology (...).

It will also include a **Communities for Research Methods Panel** featuring representatives from divisions/interest groups from management professional associations that emphasize research methods (...).

The third component of the event will honor **CARMA's Short Course Instructors**. These instructors have offered over 350 courses since 2001, and since 2017 over 5000 spots have been filled in our in-person and on-line courses (...).”

**Webcast Lecture**  
April 14, 11:00 am-1:30 pm ET  
**CARMA's 25th Year Anniversary Special Celebration**

**CARMA**  
Celebrating 25 Years of Achievements

**Session I, 11am-12pm ET / 16:00-17:00 GMT**  
**Communities for Research Methods Panel**

**DR. KRIS BYRON**  
Georgia State University

**DR. ANDREAS SCHWAB**  
Iowa State University

**DR. CATHERINE WELCH**  
Trinity College Dublin

**Session II, 12pm- 1:00pm ET / 17:00 - 18:00 GMT**  
**Editors Panel**

**DR. LISA LAMBERT**  
Oklahoma State University,  
Organizational Research  
Methods Journal

**Session III,**  
**CARMA Short Course Instructors**

More information [here](#)



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## AKNOWLEDGMENTS

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## EDITOR

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Have something you'd like to see in Idocal Newsletter?

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