“The facts I learned about unfairness helped me realize how to present problems within my agency.”

Rebecca L. Greenbaum is an Assistant Professor in the Management Department at Oklahoma State University.

She received her Ph.D. from the University of Central Florida in 2009. Her research interests include behavioral ethics, dysfunctional leadership, organizational justice, and workplace deviance.

She was awarded the Best Paper Overall Award from the Southern Management Association in 2010.

LEADING WITH FAIRNESS

The types of fairness that are important to employees

- Outcome fairness
- Process fairness
- Interpersonal fairness
- Informational fairness

POSITIVE REWARDS

Employees respond favorably when fairness is present

- Increased job satisfaction
- Lower employee turnover
- Improved job performance
- Engagement in productive work behaviors

“Dr. Greenbaum helped me learn how to monitor and seek feedback when it comes to perceptions on fairness.”

RESEARCH PUBLISHED IN:

- Academy of Management Journal
- Journal of Applied Psychology
- Journal of Business Ethics
- Journal of Organizational Behavior
- Organizational Behavior and Human Decision Processes

PRESENTATIONS:

- Oklahoma Department of Transportation
- United Holdings

FOR ON-SITE PROGRAMS AT COMPANIES OR ORGANIZATIONS, PLEASE CONTACT THE OSU CENTER FOR EXECUTIVE AND PROFESSIONAL DEVELOPMENT AT 1-866-678-3933.