

## **Anna Taimre – Masters 2016**

### **The Impact of Distributive Justice and Procedural Justice on Team Effectiveness, and the Role of Organisational Citizenship Behaviours**

Teams have a vital role within organisations as they allow greater productivity and efficiencies. The current study proposed that organisational justice and organisational citizenship behaviours would improve team effectiveness. In particular it was hypothesised that organisational citizenship behaviours would mediate the relationship between organisational justice (procedural and distributive) and team effectiveness. A survey design was utilised with participants currently working within teams in Australia (N = 191). Results indicated that both organisational citizenship behaviours and organisational justice (procedural and distributive) had a significant impact on team effectiveness. In addition, mediation analysis indicated that organisational citizenship behaviours mediated the relationship between organisational justice (procedural and distributive) and team effectiveness. The finding that distributive justice also had a strong impact on the variables adds to the current literature as this has not been represented previously. In addition, surprisingly distributive justice was found to have a strong impact on team effectiveness; in particular organisational citizenship behaviours had a strong mediation between distributive justice and team viability. Limitations of the current study and ideas for further research are discussed.