

### 234-3 Cross-Level Effects of Procedural Justice Perceptions on Faculty Job Outcomes

This study examines individual-, department-, and cross-level procedural justice perceptions regarding budgets cuts as predictors of trust, service motivation, and turnover intentions among university faculty. Results indicate that department-level perceptions moderate the relationship between individual-level perceptions and outcomes, and have a potential to attenuate the negative reactions to injustice.

Maja Graso, Zayed University  
Lixin Jiang, Washington State University Vancouver  
Tahira M. Probst, Washington State University Vancouver  
Wendi L. Benson, Washington State University Vancouver  
Submitter: Maja Graso, majgraso@gmail.com

### 234-4 Development and Validation of an Abridged Measure of Organizational Justice

In this 3-study paper, we present an abridged version of Colquitt's (2001) 20-item organizational justice scale. Two validity studies using separate field samples provide evidence that the abridged measure maintains the psychometric quality of the original full scale and therefore can be used in its place.

Christa E. Kiersch, Colorado State University  
Anne M. Hansen, PDRI  
Zinta S. Byrne, Colorado State University  
Kyle J. Sandell, Colorado State University  
Travis J. Drake, Colorado State University  
Submitter: Christa Kiersch, christa.kiersch@gmail.com

### 234-5 Counterfactual Thinking and Fairness Perceptions: A Double Randomized Design

A double-randomized design was used to examine counterfactual thinking from a fairness theory perspective. Study 1 showed that target expertise is related to would and should counterfactual strength and the generation of other-attributed counterfactuals. Study 2 showed that would and should counterfactuals are related to fairness perceptions. Implications are discussed.

Jessica M. Nicklin, University of Hartford  
Kyle McGuire, University of Hartford  
Steven Shelley, University of Hartford  
Eleftheria Stavropoulos, University of Hartford  
Christopher P. Cerasoli, University at Albany, SUNY  
Submitter: Jessica Nicklin, jn0702@gmail.com

### 234-6 An Examination of Employee Layoffs and Organizational Justice Perceptions

Employee layoffs are both prevalent and under-researched. Using vignettes, we examined third party presence, employees' seniority level, and the provision of a severance package on justice perceptions. When senior employees were laid off, procedural and interactional justice perceptions were violated. Providing a severance package generated more positive distributive justice perceptions.

Jayne Todd, Southern Illinois University-Edwardsville  
Cynthia R. Nordstrom, Southern Illinois University-Edwardsville  
Submitter: Cynthia Nordstrom, cnordst@siue.edu

### 234-7 Interactional Justice, Message Severity, and Physician Communication of Negative News

We use an organizational justice framework to examine physician communication of negative news. In 2 studies, interactional justice by the physician related positively to patient satisfaction, decision acceptance, and overall justice perceptions. Contrary to expectations, the effect of interactional justice was stronger when negative news was less versus more severe.

David L. Patient, Catholic University of Portugal-FCEE  
Carol T. Kulik, University of South Australia  
Maria F. Saldanha, Catholic University of Portugal-FCEE  
Submitter: David Patient, dapati@ucp.pt

### 234-8 A Longitudinal Study of Identity, Attributions, and Psychological Contract Breach

Typically psychological contract breach has been conceptualized as breaches committed by the organization. This paper examines the association between breaches committed by the organization and employee, their impact on organizational identification, and the role of attributions of intentionality.

Jordan M. Robbins, Transportation Security Administration  
Robert Kilcullen, U.S. Army Research Institute for the Behavioral and Social Sciences  
Submitter: Jordan Robbins, jordan.robbins@tsa.dhs.gov

This study found significant differences between HR and business students regarding perceptions the role of HR in organizations but not perceptions of the importance of understanding HR topics. Building on prior research about perceptions and attitudes, this study discusses the implications of these findings and provides recommendations.

James N. Kurtessis, George Mason University/American Institutes for Research  
Timothy P. Clayton, American Institutes for Research  
Alok Bhupatkar, American Institutes for Research  
Lorin M. Mueller, Federation of State Boards of Physical Therapy  
Bill Schaefer, Society for Human Resource Management  
Alexander Alonso, Society for Human Resource Management  
Nancy A. Woolever, Society for Human Resource Management

### 234-10 Student Perceptions of Areas of Study in Industrial-Organizational Psychology

This study attempted to identify areas of study in I-O psychology of interest to students and perceived to provide valuable information to students entering the workforce. Results are of value to I-O psychology instructors committed to attracting new students to the discipline and providing student-focused academic and career advising.

Submitter: James Kurtessis, jnk7711@gmail.com

<b>REPORT DOCUMENTATION PAGE</b>			<i>Form Approved</i> OMB No. 0704-0188		
<b>1. REPORT DATE</b> (DD-MM-YYYY) April 2012	<b>2. REPORT TYPE</b> Legacy		<b>3. DATES COVERED</b> (From - To) January 2011– December 2011		
<b>4. TITLE AND SUBTITLE</b> A Longitudinal Study of Identity, Attributions, and Psychological Contract Breach			<b>5a. CONTRACT NUMBER</b> N/A		
			<b>5b. GRANT NUMBER</b> N/A		
			<b>5c. PROGRAM ELEMENT NUMBER</b> N/A		
<b>6. AUTHORS</b>  Robbins, Jordan M.; Kilcullen, Robert;			<b>5d. PROJECT NUMBER</b> N/A		
			<b>5e. TASK NUMBER</b> N/A		
			<b>5f. WORK UNIT NUMBER</b> N/A		
<b>7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES)</b> U. S. Army Research Institute for the Behavioral & Social Sciences 6000 6 <sup>TH</sup> Street (Bldg. 1464 / Mail Stop 5610) Fort Belvoir, VA 22060-5610			<b>8. PERFORMING ORGANIZATION REPORT NUMBER</b>  N/A		
<b>9. SPONSORING / MONITORING AGENCY NAME(S) AND ADDRESS(ES)</b>  U. S. Army Research Institute for the Behavioral & Social Sciences 6000 6 <sup>TH</sup> Street (Bldg. 1464 / Mail Stop 5610) Fort Belvoir, VA 22060-5610			<b>10. SPONSOR/MONITOR'S ACRONYM(S)</b> ARI		
			<b>11. SPONSOR/MONITOR'S REPORT NUMBER(S)</b> N/A		
<b>12. DISTRIBUTION/AVAILABILITY STATEMENT:</b> Distribution Statement A: Approved for public release; distribution is unlimited.					
<b>13. SUPPLEMENTARY NOTES</b> Presented at the 27th Annual Conference of the APA Division 14 Society for Industrial and Organizational Psychology ( <b>SIOP</b> ), Chicago, IL; April 26-28, 2012. DOI: <a href="http://dx.doi.org/10.1037/e518332013-642">http://dx.doi.org/10.1037/e518332013-642</a>					
<b>14. ABSTRACT</b>  Typically psychological contract breach has been conceptualized as breaches committed by the organization. This paper examines the association between breaches committed by the organization and employee, their impact on organizational identification, and the role of attributions of intentionality.					
<b>15. SUBJECT TERMS</b> Attribution; Organizational Climate; Organizational Behavior; Psychological Contracts					
<b>16. SECURITY CLASSIFICATION OF:</b>			<b>17. LIMITATION OF ABSTRACT</b>	<b>18. NUMBER OF PAGES</b>	<b>19a. NAME OF RESPONSIBLE PERSON</b>
<b>a. REPORT</b> Unclassified	<b>b. ABSTRACT</b> Unclassified	<b>c. THIS PAGE</b> Unclassified			Unlimited Unclassified
					<b>19b. TELEPHONE NUMBER</b>  703-545-2316