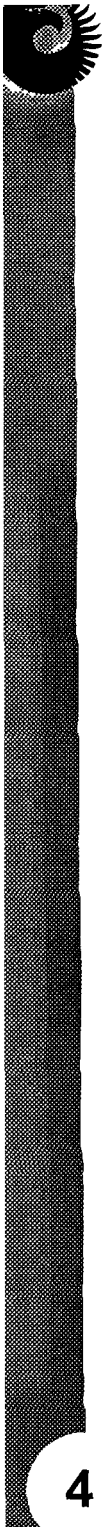


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PERCEPTION OF JUSTICE: GROUP IDENTITY AND SIMILARITY

The primary goal of the present study was to show a relation between two significant phenomena of social psychology such as perception of justice and social identity. Particularly, it was demonstrated how low versus high identification with females' gender group has an impact on perceptions of distributive and procedural justice. Participants were 380 introductory psychology students at Indiana University, USA, 252 women and 128 men. The focus of the current experiment was females' identification with their gender group. However, males were also recruited to lessen females' awareness that they were the targets of the study. The experiment was a 2 (high identifiers versus low identifiers) X 2 (procedure fair vs. unfair) X 2 (outcome fair vs. unfair) design. The procedure of the experiment included the following steps. First, participants were presented with the Inclusion of Ingroup in the Self measure (IIS) (Tropp & Wright, 2001). In the current experiment, male participants were asked to show the degree to which they identify themselves with the group "men", whereas female participants were asked the degree to which they identify themselves with the group "women". Second, they completed the IIS measure, the participants were provided with a scenario of a fictional hiring decision for a large sales marketing firm (Queller & Major, 1997). They were told that this company recruited college students for 12 summer internship positions. The participants were presented with information about 12 students (half men and half women). Age, major (business or economics), and GPA were equally counterbalanced among men and women. After that, participants were notified that the company, due to unforeseen restrictions, had to cut the number of interns from 12 to 6. The participants were then asked to evaluate the quality of the final hiring decision. The decision was



described as either procedurally fair, where management chose randomly from the *list* of equally qualified applicants, or procedurally unfair, where candidates were chosen based on connection with a hiring manager. At the same time, the decision was also depicted as either having a fair outcome, 3 males and 3 females were chosen from a gender balanced pool, or an unfair outcome, where 1 female and 5 males were selected.

Previous research has demonstrated that inter-group similarity and difference act as components of group identification (Castano et al., 1998) and influence perceptions of justice (Queller and Major, 1997). Moreover, it has been shown that identification has an impact on perceptions of procedural as well as distributive justice (Huo et al., 1996; Wenzel, 2001). However, the findings of the current research did not replicate this pattern, demonstrating the complex nature of the relationship between justice and identity. Overall, the results from this study support Tyler's (1997) idea about the dominance of procedural justice over distributive justice. Further investigations across different situations are needed in order to clarify the connection between perception of justice and social identity.