

**FAIRNESS IN THE WORKPLACE: IMPLICATION TO THE
EMOTIONAL WELL-BEING OF EMPLOYEES IN
SELECTED FOOD MANUFACTURING
COMPANIES IN CAVITE**

THESIS

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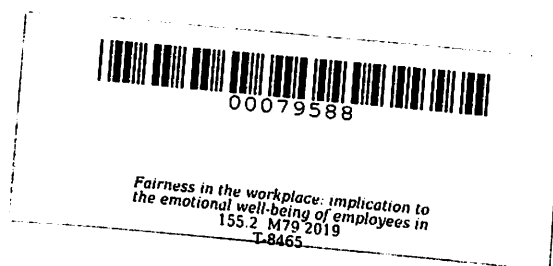
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**FAIRNESS IN THE WORKPLACE: IMPLICATION TO THE EMOTIONAL WELL-
BEING OF EMPLOYEES IN SELECTED FOOD
MANUFACTURING COMPANIES IN CAVITE**

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ABSTRACT

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This study aimed to determine the relationship between fairness at work and its implication to emotional well-being of employees in selected food manufacturing companies of Cavite.

The participants of the study were regular office-based employees in selected food manufacturing companies in Cavite. This study used descriptive and comparative methods of research. Frequency and percentage were used to characterize personal information variables. Mean and standard deviation were used to identify the level of fairness at work when grouped according to distributive justice, procedural justice, interactional justice and the degree of emotional well-being. Normality test, homogeneity test, t-test, anova test and post hoc test were used to determine the significant difference of the perceived level of fairness at work based on demographic profile. To determine the effect of perceived interactional justice to the emotional well-being of employees, the study used kruskal wallis a non-parametric test since the assumptions of one-way anova were not met.

The study was conducted from August 2018 to May 2019 using the modified and validated instrument. Data were collected using questionnaire distributed to 200 regular office-based employees of selected food manufacturing companies in Cavite. Results showed that most of the participants were 31 years old and below. Majority of them were female, had college degree and had been in the service for 1-2 years.

The perceived level of fairness at work when grouped according to distributive justice and procedural justice were found to be being fair while interactional justice was found to be very fair.

Furthermore, the study revealed that emotional well-being of the office-based employees in selected food manufacturing companies in Cavite was considered very positive. Meanwhile, in terms of level of perceived fairness when grouped according to distributive justice, age and sex had significant difference in terms of demographic profile of the employee. Lastly, the perceived level of fairness at work to the emotional well-being was found to highly affect the employees.

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INTRODUCTION

Fairness is more than just a fancy organizational buzzword or a fashionable management trend. Decades of organizational research have demonstrated that treating employees fairly has considerable benefits for both organizations (e.g., increased performance and employee citizenship behaviors) and their employees, as cited by Whiteside (2015).

It seems to be an inherent component to being human to recognize when they are being treated fairly, and to complain when they are not being treated fairly. Nevertheless, as work career progresses, a person will run into a variety of situations he or she might believe are unfair. Although employees certainly have the right to be upset at the behavior of co-workers or managers, it might be the best to avoid some battles to prevent long-term damage to their career. In other situations, not standing up for oneself can lead to being labeled a pushover because it is important to know about these issues as there may be things that can be done to improve perceptions of fairness at work. The researches of Noblet (2003) and Chu, Driscoll, Dwyer (1997),