

## DAFTAR PUSTAKA

- Adler, P.S. and Kwon, S.W. (2002). Social capital: prospects for a new concept. *Academy of Management Review*, 27 (1): 17-40.
- Allen, N.J. and Meyer, J.P. (1990). The measurement and antecedents of affective, continuance and normative commitment to the organization. *Journal of Occupational Psychology*, 63: 1-18.
- Ancok, D. (2003). Modal sosial dan kualitas Masyarakat. Pidato pengukuhan Guru Besar Fakultas Psikologi UGM dalam Rapat Majelis Guru Besar Terbuka Universitas Gadjah Mada Yogyakarta.
- Ambrose, M.L. and Schminke, M. (2003). Organization structure as a moderator of the relationship between procedural justice, interactional justice, perceived organizational support and supervisory trust. *Journal of Applied Psychology*, 88(2): 295-305.
- Barling, J. and Philips, M. (1993). Interactional justice, formal and distributive justice in the workplace: an exploratory study. *The Journal of Psychology*, 649(8): 1-4.
- Baron, R.M. and Kenny, D.A. (1986). The moderator-mediator variable distinction in social psychological research: conceptual, strategic, and statistical considerations. *Journal of Personality and Social Psychology*, 51 (6): 1173-1182.
- Becker, B. and Gerhart, B. (1996). The impact of human resource management on organizational performance: progress and prospects. *Academy of Management Journal*, 39 (4): 779-801.
- Belliveau, M.A., O'Reilly, C.A. and Wade, J.B. (1996). Social capital at the top: effects of social similarity and status on CEO compensation. *Academy of Management Journal*, 39: 1568-1593.
- Brett, J.M., Tinsley, C.H., Janssens, M., Barsness, Z.I. and Lytle, A.L. (1997). New approaches to the study of culture in Industrial/ organizational psychology. *New Perspectives on International Industrial/ Organizational Psychology*, 75-129.
- Brockner, J., Konovsky, M., Schneider, R.C., Folger, R, Martin, C. and Bies, R.J. (1994). Interactive effects of procedural justice and outcome negativity on victims and survivors of job loss. *Academy of Management Journal*, 37(2): 397-409.
- Burt, R.S. (1997). The contingent value of social capital. *Administrative Science Quarterly*, 42: 339-365.
- Burt, R.S. (1999). *The Gender of Social Capital*. The University of Chicago.

- Cairns, E., Van Til, J. and Williamson, A. (2003). *Social capital, collectivism-individualism and community background in Northern Ireland*. A Report to The office of the First Minister and the Deputy First Minister and the Head of the Voluntary and Community Unit of the Department for Social Development.
- Carrel, M.R. and Dittrich, J.E. (1978). Equity theory: the recent literature, methodological considerations, and new directions. *Academy of Management Review*, 202-208.
- Chen Kuo, Chia. (2004). Research on impacts of team leadership on team effectiveness. *The Journal of American Academy of Business, Cambridge*, 266-278.
- Chua, Alton. (2002). The influence of social interaction on knowledge creation. *Journal of Intellectual Capital*, 3(4): 1-16.
- Colquitt, J.A., Conlon, D.E., Wesson, M.J., Porter, C. and Ng, K.Y. (2001). Justice at the millennium: a meta-analytic review of 25 years of organizational justice research. *Journal of Applied Psychology*, 86(3); 425-445.
- Colquitt, J.A. (2001). On the dimensionality of organizational justice: a construct validation of measure. *Journal of Applied Psychology*, 86(3): 386-400.
- Cooper, D.R. and Schindler, P.S. (2001). *Business Research Methods*. 7<sup>th</sup> Edition. McGraw-Hill Irwin.
- Cropanzano, R., Prehar, C.A. and Chen. P.Y. (2002). Using social exchange theory to distinguish procedural from interactional justice. *Group and Organization Management*, 27(3) Sept: 324-35.
- Couto, R.A. (1997). *Social capital and Leadership*. Working Paper at the Academy of Leadership Press.
- Daly, J.P. and Geyer, P.D. (1994). The role of fairness in implementing large-scale change: employee evaluations of process and outcome in seven facility relocations. *Journal of Organizational Behavior*, 15: 623-638.
- Delery, J.E. and Doty, D.H. (1996). Modes of theorizing in strategic human resource management: Tests of universalistic, contingency and configurational performance predictions. *Academy of Management Journal*. 39: 802-835
- Dess, G.G. and Shaw, J.D.. (2001). Voluntary turnover, social capital and organizational performance. *Academy of Management Review*, 26(3): 446-456.
- Faturochman (2002). Keadilan Perspektif Psikologi. Unit Penerbit Fakultas Psikologi UGM – Pustaka Pelajar.
- Feather, N.T. (1994). Human Values and Their Relation to Justice. *Journal of Social Issues*, 50(4):129-151.
- Folger R. and Konovsky, M.A. (1989). Effects of procedural and distributive justice on

- Gabbay, S.M. and Zuckerman, E.W. (1998). Social capital in R&D: the contingent effect of contact density on mobility expectation. *Social Science Research*, 27: 189-217.
- Gomez-Mejia L.R, Balkin, D.B. and Cardy, R.L. (2001). *Managing Human Resources*. International Edition. Prentice Hall International, Inc.
- Gibson, C.B. (2001). Me and us: differential relationships among goal setting training, efficacy and effectiveness at the individual and team level. *Journal of Organizational Behavior*, 22:789-808.
- Greenberg, J. (1987). A taxonomy of organizational justice theories. *Academy of Management Review*, 12(1): 9-22.
- Greenberg, J. (1990). Organizational justice: yesterday, today and tomorrow. *Journal of Management*, 16(2): 399-432.
- Greenberg, J. (1994). Using socially fair treatment to promote acceptance of a work site smoking ban. *Journal of Applied Psychology*, 79(2): 288-297.
- Greenberg, J and Bies, R.J. (1992). Establishing the role of empirical studies of organizational justice in philosophical inquiries into business ethics. *Journal of Business Ethics*, 11: 433-444.
- Gujarati, Damodar. 2003. *Basic Econometrics*. 4<sup>th</sup> Edition. McGraw Hill.
- Hair, J.F., Anderson, R.E., Tatham, R.L. dan Black, W.C. (1998). *Multivariate Data Analysis*. New Jersey: Prentice-Hall, Inc.
- Hammer, T.H. and Hartley, J.F. (1997). Individual, union, organizational relationship in a cultural context. *New Perspectives on International Industrial/Organizational Psychology*, 446-492.
- Keeping, L.M. dan Levy, P.E. (2000). Performance appraisal reactions: measurement, modelling and method bias. *Journal of Applied Psychology*, 85(5):708-723.
- Kim, W.C. dan Maugborne, R. (1997). Fair process: Managing in the knowledge economy. *Harvard Business Review*, July-Agust, 65-72.
- Kim, W.C. and Mauborgne, R. (1998). Procedural justice, strategic decision making, and the knowledge economy. *Strategic Management Journal*, 19: 323-338.
- Konovsky, M.A and Cropanzano, R. (1991). Perceived fairness of employee drug testing as a predictor of employee attitudes and job performance. *Journal of Applied Psychology*, 76(5): 689-707.
- Konovsky, M.A. and Pugh, S.D. (1994). Citizenship behavior and social exchange. *Academy of Management Journal*, 37(3): 656-696.
- Leane, C.R. and Van Buren, H.J. (1999). Organizational social capital and employment practice. *Academy of Management Review*, 24(3): 538-555.
- Lee, C. and Farh, J. (1999). The effects of gender in organizational justice perceptions

- Lee, H.R. (2000). *An Empirical Study of Organizational Justice as a Mediator of the Relationship among Leader-Member Exchange and Job Satisfaction, Organizational Commitment and Turnover Intention in Lodging Industry*. Doctoral dissertation submitted to the Faculty of the Virginia Polytechnic Institute and State University, Blacksburg, Virginia.
- Lind, E.A. and Earley, P.C. (1992). Procedural justice and culture. *International Journal of Psychology*, 27(2): 227-242.
- Lind, E.A. and Tyler, T.R. (1988). *The Social Psychology of Procedural Justice*. New York: Plenum.
- Loo, Robert. (2002). A caveat on using single-item versus multiple-item scales. *Journal of Managerial Psychology*, 17(1): 68-75.
- Mark, M.M. Dan Folger, R. (1984). Responses to relative deprivation: a conceptual framework. *Journal of Personality and Social Psychology*, 5:192-218.
- Martin, C.L. and Bennet, N. (1996). The role of justice judgments in explaining the relationship between job satisfaction and organizational commitment. *Group and Organization Management*, 84-104.
- Masterson, S.S., Lewis, K., Goldman, B.M. and Taylor, M.S. (2000). Integrating justice and social exchange: the differing effects of fair procedures and treatment on work relationships. *Academy of Management Journal*, 43(4); 738-748.
- McFarlin, D.B. and Sweeney, P.D. (1992). Distributive and procedural justice as predictors of satisfaction with personal and organizational outcomes. *Academy of Management Journal*, 35(3): 626-637.
- Mehra, A. Kilduff, M. and Brass, D.J. (2001). The social networks of high and low self monitors: implications for workplace performance. *Administrative Science Quarterly*, 46(1): 121-146.
- Meyer, J.P., Allen, N.J. and Smith, C.A. (1993). Commitment to organizations and occupations: extension and test of a three-component conceptualization. *Journal of Applied Psychology*, 78(4): 538-551.
- Moorman, R.H., (1991). Relationship between organizational justice and organizational citizenship behaviors: do fairness perceptions influence employee citizenship? *Journal of Applied Psychology*, 76(6): 845-855.
- Mossholder, K.W., Bennet, N. and Martin, C.L. (1997). A multilevel analysis of procedural justice context. *Journal of Organizational Behavior*, 19: 131-141.
- Nahapiet, J. and Ghoshal, S. (1998). Social capital, intellectual capital and the organizational advantage. *Academy of Management Review*, 23(2): 242-266.
- Nauman, S.E. and Bennet, N. (2000). A case for procedural justice climate: development and test of a multilevel model. *Academy of Management Journal*, 43(5): 881-889.
- Neuman, Lawrence W. (2000). *Social Research Methods, 4th Edition*. Allyn and Bacon

- Pedhazur, E.J. and Schmelkin, L.P. (1991). *Measurement Design and Analysis: An Integrated Approach*. Lawrence Erlbaum Associates Publishers, Hillsdale, New Jersey.
- Pennings, J.M., Lee, K. and Witterloostuijn, A. (1998). Human capital, social capital and firm dissolution. *Academy of Management Journal*, 41(4): 425-440.
- Peterson, R.S. (1994). The Role of Values in Predicting Fairness Judgments and Support of Affirmative Action. *Journal of Social Issues*, (50): 95-115.
- Pfeffer, J. (1982). *Organizations And Organization Theory*. USA: Pitman Publ. Inc.
- Pinder, C.C.(1984). *Work Motivation: theory, issues and applications*. Scott, Foresman and Company.
- Podolny, J.M. and Baron, J.N. (1997). Resources and relationship: social networks and mobility in the workplace. *American Sociological Review*. 62(5): 673-693.
- Primeaux, P., Karri, R. and Caldwell, C. (2003). Cultural insight to justice: A theoretical perspective through a subjective lens. *Journal of Business Ethics*. 46:187-199.
- Prusak, L. and Cohen, D. (2001). How to invest in social capital. *Harvard Business Review*, June 86-96.
- Roberts, G.E. and Reed, T. (1996). Performance appraisal participation, goal setting and feedback. *Review of Public Personnel Administration*. Fall: 29-60.
- Salk, J.E. and Brannen, M.Y. (2000). National cultures, networks, and individual influence in a multinational management team. *Academy of Management Journal*, 43(2):191-202.
- Schminke, M., Ambrose, M.L. and Cropanzano, R.S. (2000). The effect of organizational structure on perceptions of procedural fairness. *Journal of Applied Psychology*, 85(2): 294-304.
- Schminke, M., Ambrose, M.L. and Noel, T.W. (1997). The effect of ethical frameworks on perceptions of organizational justice. *Academy of Management Journal*, 40(5):1190-1207.
- Schmitt, N.W. and Klimoski, R.J. (1991). *Research Methods in Human Resources Management*. South-Western Publishing Co.
- Schoonhoven, B.C. (1981). Problems with contingency theory: testing assumptions hidden within the language of contingency theory. *Administrative Science Quarterly*, 26:349-377
- Schroth, H.A. and Shah, P.P. (2000). Procedures: do we really want to know them? An examination of the effect of procedural justice on self esteem. *Journal of Applied Psychology*, 85(3):462-471.
- Seibert, S.E., Kraimer, M.L. and Liden, R.C. (2001). A social capital theory of career success. *Academy of Management Journal* 44(2): 210-237

- Seidel, M.D., Polzer, J.T. and Stewart, K.J. (2000). Friends in high places: the effects on social networks on discrimination in salary negotiations. *Administrative Science Quarterly*, 45(1): 1-24.
- Sekaran, Uma. (2000). *Research Methods For Business*. 3<sup>rd</sup> Edition. John Wiley & Sons Inc.
- Skarlicky, D.P. and Folger, R. (1997). Retaliation in the work place. *Journal of Applied Psychology*, 82(3): 434-443.
- Smircich. (1983). Concept of culture and organizational analysis. *Administrative Science Quarterly*, 339-358.
- Sweeney, P.D. and McFarlin, D.B. (1993). Workers' evaluation of the "Ends" and the "Means": an examination of four models of distributive and procedural justice. *Organizational Behavior and Human Decision Processes*, (55):23-40.
- Tang, T.L. and Baldwin, L.J. (1996). Distributive and procedural justice as related to satisfaction and commitment. *Sam Advanced Management journal*, 25-31.
- Thibaut, J. and Walker, L. (1978). A theory of procedure. *California Law Review*, 66: 541-566.
- Triandis, H.C. and Bhawuk, P.S. (1997). Culture theory and the meaning of relatedness. *New Perspectives on International Industrial/ Organizational Psychology*, 13-52.
- Tsai, W. and Ghoshal, S. (1998). Social capital and value creation: The role of intrafirm networks. *Academy of Management Journal*, 41(4): 464-476.
- Tyler, T.R. (1989). The psychology of procedural justice: A test of the group-value model. *Journal of Personality and Social Psychology*, 57(5): 830-838.
- Tyler, T.R. (1994). Psychological models of the justice motive: Antecedents of distributive and procedural justice. *Journal of Personality and Social Psychology*, 67(5):850-863.
- Viswesvaran, C. and Ones, D.S. (2002). Examining the construct of organizational justice: A Meta-Analytic evaluation of relations with work attitudes and behaviors. *Journal of Business Ethics*, 38: 193-203.
- Wood, R dan Bandura, A. (1989). Social cognitive theory of organizational management. *Academy of Management Review*, (14): 361-384.

