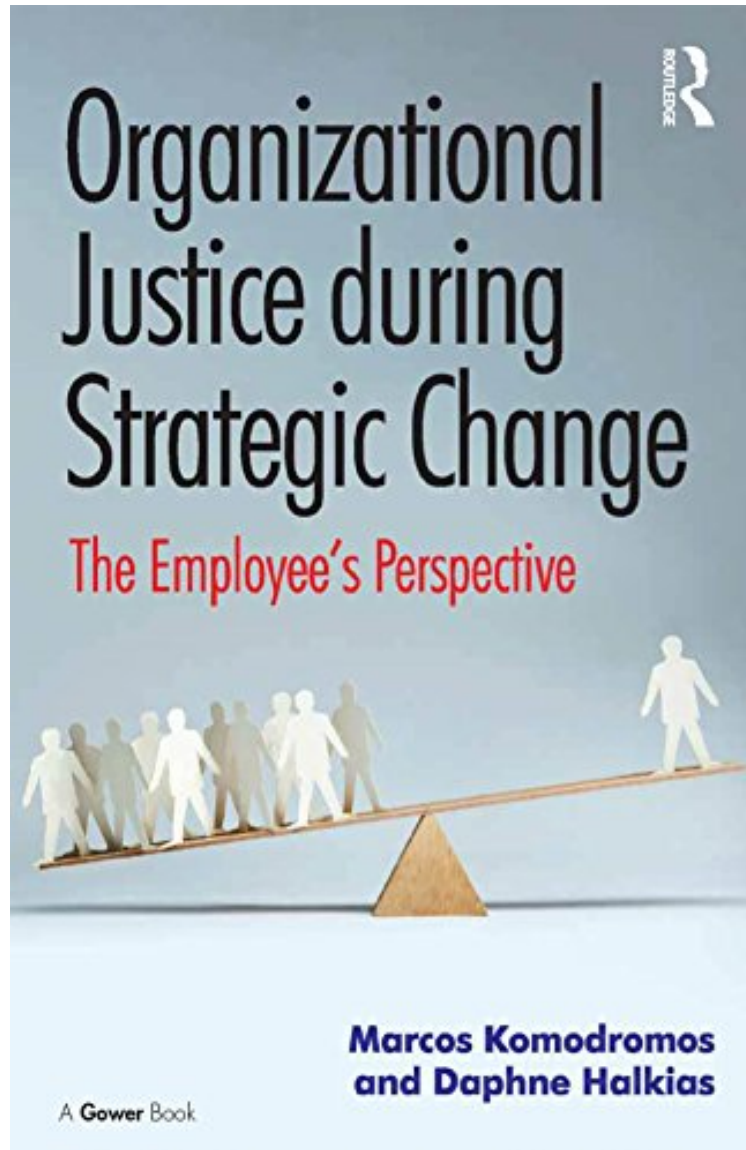


# Organizational Justice during Strategic Change: The Employees' Perspective

*Marcos Komodromos, Daphne Halkias*  
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**Marcos Komodromos, Daphne Halkias : Organizational Justice during Strategic Change: The Employees' Perspective** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Organizational Justice during Strategic Change: The Employees' Perspective:

Organizational leaders often struggle to establish and sustain a trusting culture in times of constant changes in the corporate fabric and unethical behavior by corporate leadership. Organizational justice theory provides a means to explain and better understand employees' perceptions of trust, fairness, and the management of change during strategic change. Qualitative studies have yet to be conducted on how an organizational justice framework would address the need of organizational justice for novel, conceptually derived accounts of non-managerial employee perspectives. The purpose of Organizational Justice during Strategic Change is to be both an academic and practical book. After presenting the theoretical elements of the topic, half the book is devoted to a detailed case study of employee interviews conducted in a large, privately-owned media organization addressing the issues of the book topic. The authors' research findings from the case study indicated employees who experience trust and positive feelings regarding their treatment within the organization are willing to become involved in the change process and adopt positive working relationships with their colleagues and managers. This study is important for organizational management to gain knowledge and understanding on how employees' perceptions of distrust and unfairness can lead to resistance and negative behaviors toward organizations and management during strategic change.

About the Author Marcos Komodromos, Ph.D. is an Assistant Professor at the University of Nicosia's Department of Communications and an Accredited PR Practitioner, CIPR, UK. His training and experience allows publishing in the areas of public relations, organizational behavior, internal communication, new media, corporate communication and crisis management, and he is a member of the Chartered Institute of Public Relations (MCIPR) of Great Britain. Dr Daphne Halkias is a Professor at International School of Management Paris, France; Research Affiliate at The Institute for Social Sciences at Cornell University; a Senior Research Fellow at the Center for Young and Family Enterprise at the University of Bergamo; Research Associate at the Center for Comparative Immigration Studies at the University of California, San Diego and CEO of Executive Coaching Consultants, an international firm specializing in cross-cultural business, academic and research projects.