Abstract

Background: Organizational justice (OJ) is an important predictor of different work attitudes and behaviors. Colquitt’s Organizational Justice Scale (COJS) was designed to assess employees’ perceptions of fairness. This scale has four dimensions: distributive, procedural, informational, and interpersonal justice. The objective of this study is to validate it in a Spanish sample.

Method: The scale was administered to 460 Spanish employees from the service sector. 40.4% were men and 59.6% women.

Results: The Confirmatory Factor Analysis (CFA) supported the four dimensions structure for Spanish version of COJS. This model showed a better fit to data that the others models tested. Cronbach’s alpha obtained for subscales ranged between .88 and .95.

Correlations of the Spanish version of COJS with measures of incivility and job satisfaction were statistically significant and had a moderate to high magnitude, indicating a reasonable degree of construct validity.

Conclusions: The Spanish version of COJS has adequate psychometric properties and may be of value in assessing OJ in Spanish setting.

Keywords
Organizational Justice Scale, Spanish validation, confirmatory factor analysis, work incivility, job satisfaction, service sector.