

The Configuration among Social Capital, Distributive and Procedural Justice and Its Consequences to Individual Satisfaction

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Abstract

The experiment study examined the influences of distributive justice and procedural justice on individual satisfaction. Social capital as moderating variable that influences the relationship among them. The relationship among between distributive and procedural justice and individual satisfaction based on the two factor model. The two factor model is a concept introduced by Sweeney and McFarlin (1993) who explained that distributive justice and procedural justice have a different influences on outcomes. In this research, focus on individual satisfaction. Distributive justice will be stronger to predict individual satisfaction compared to procedural justice. In fact that model is not always supported. This research explained that this model should be considered social capital as moderating variable, because social capital reflects subjective perspective.

Keywords: Social capital, distributive justice, procedural justice, individual satisfaction.