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## Gender differences in the perception of organisational justice among selected employees in lagos state

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**Abstract**

Organisations across the globe have had to contend with equity issues stimulated by the changing work demography. Such issues are very sensitive and can impact negatively on organisational outcomes. This study examined the differences in male and female employees' perception of organisational justice and affective commitment among employees in Lagos State. The ex-post facto design and the systematic random sampling technique were adopted in this study. A questionnaire was administered to three hundred and fifty-nine (359) employees between the ages of 19 and 59 years. Forty-two percent (42%) of the participants were males; fifty-six percent (56%) were females while the remaining two percent (2%) did not indicate their gender. Telecom staff accounted for 16% of the total sample, while teachers, health workers and bankers accounted for 28% each. Two hypotheses were raised and tested using t-test. The result revealed a significant difference between male and female perception of overall organisational justice and a significant difference in male and female perception of the

dimensions of organisational justice: procedural justice and interactional justice. There was no significant difference in perception of distributive justice by male and female respondents. Consequently, findings from this study tend to suggest that gender has a significant effect on employees' perception of organisational justice, with male having better perception of justice than their female counterparts. It was recommended that fairness in reward allocation, procedures and interpersonal treatment be ensured and made transparent to both male and female employees. © 2020 Allied Business Academies.

### Author keywords

Differences; Employees; Gender; Justice; Organisational; Perception  
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