

## Appendix-scales used

Scales	Dimensions	Range	Items
<b>1.Organizational Justice</b>	Procedural Justice	1-5	01. There are rules to follow about the allocation of our department
			02. The allocation of our department is open and transparent
			03. The distribution system is well executed
			04. Our employees can participate in the process of making the distribution system
			05. All employees are equal before the system of distribution
			06. The distribution system in our unit can represent the will of the majority of people
	Distributive Justice	1-5	07. The salary reflects the effort I put into the job
			08. Compared with the performance of my colleagues, my salary is reasonable
			09. My salary reflects my contribution to the organization
			10. Compared with my colleagues in the same job and position, my salary is reasonable
			11. I am paid fairly for my work and responsibilities
	Interpersonal Justice	1-5	12. The pay I received was reasonable for my performance
			13. The department leader has no prejudice against me
			14. My work has been recognized by the department leader
			15. The department leader's evaluation of me is

appropriate

16. In my work, the department leader can provide me with support and help

17. I feel that I am respected enough by my department leader

18. The department leader's evaluation of me is fair

Informational Justice 1-5

19. If you have any opinion on the result of distribution, the leader will patiently explain

20. If I have any opinion on the procedure and process of distribution, the leader will give me a comprehensive explanation

21. I think the leader's explanation of the distribution process and results is quite reasonable

22. The leader cares about my thoughts on distribution and can communicate with me in a timely manner

**2. Psychological -  
Distress**

1-5

01. Often feeling tired for no apparent reason?

02. Often feel nervous?

03. Is there anything you can do to calm you down?

04. Often feel helpless?

05. Often feel poorly rested and restless?

06. Often feel restless?

07. Often feeling down?

08. Do you often find anything difficult?

09. Do you often feel that nothing intrigues you?

10. Often feel worthless?

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