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Dr. Judge has published more than 154 articles in journals such as Journal of Organizational Behavior, Personnel Psychology, Academy of Management Journal, Journal of Applied Psychology, European Journal of Personality, and European Journal of Work and Organizational Psychology. He serves as Director of Research for Stay Metrics Corporation ...

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Organizational Behavior by Stephen P. Robbins

There are six choices and the employee who has perceived inequity will make one of these choices. (Robbins & Judge 2016, 262-263.)

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The choices are: Change inputs – Employee will put a less effort if feeling underpaid and vice versa. Change outcomes – Piece-rate model which can increase the output with lower quality.

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According to Robbins and Judge (2019) in Chapter 1, it is a combination of the study of relationships and cause and effects, evidence-based management (EBM), and an individual manager 's

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intuition, that should be the basis for decision-making.

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