

Select Papers on Justice/Fairness/Hostile and Toxic Work Environments: Alan Witt

- Obasare, R., Fedorowicz, N., Witt, L. A., & Olson, M. (2021, April). *Effects of servant leadership on procedural justice and voice*. To be presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans.
- Fedorowicz, N., Obasare, R., Porter, C., Witt, L. A., & Maneethai, D. (2021, April). *The importance of networking and justice in predicting performance*. To be presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans.
- David, E. M., Avery, D. R., Witt, L. A., Tonidandel, S., Brown, L., McKay, P., & Crepeau, L. (2019). Helping misfits to commit: How justice climate attenuates the effects of personality dissimilarity on organizational commitment. *Journal of Business & Psychology, 34*, 503-517.
- Maneethai, D., Obasare, R., Hotze M. L., Fedorowicz, N., Crepeau, L., & Witt, L. A. (2019, May). *Effects of a hostile work environment on production deviance*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Baltimore.
- Fedorowicz, N., Obasare, R., Maneethai, D., & Witt, L. A. (November, 2019). *Effects of incivility on voice behavior*. Presented at the Work, Stress and Health Conference, Philadelphia, PA.
- Rubino, C., Avery, D. R., McKay, P. F., Moore, B. L., Wilson, D. C., Driel, M. S., Witt, L. A., & McDonald, D. P. (2018). And justice for all: How organizational justice climate deters sexual harassment. *Personnel Psychology, 71*, 519-544
- Atwater, L., Kim, Y., Witt, A., Collison, K., Latheef, Z., Longacre, T., & Zheng, D. Reactions to abusive supervision: Examining the roles of emotions and gender (2016). *International Journal of Human Resources Management, 27*, 1874-1899.
- Palmer, A., Witt, L. A., & McDonald, D. (2015, April). *Stepping up or stepping by: Bystander intervention in sexual assault*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia.
- Childers, O., Witt, L. A., Campion, J. E., Virgets, A., Johnson, L. U., & Romay, S. (2014, May). *Because nice matters: The effects of abusive supervision on deviance*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Honolulu.
- Callison, K., Nelson, T. A., Witt, L. A., Farmer, B., Romay, S., & Palmer, A. (2014, August). *Instrumental aggression and abusive supervision: A test of theory*. Presented at the annual meeting of the Academy of Management, Philadelphia.
- Callison, K. R., Atwater, L., Witt, L. A., Kyoung, Y., Longacre, T., Zheng, D., & Latheef, Z. (2014, May). *Core self-evaluations and abusive supervision: A conditional process model*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Honolulu.

Penney, L. M., Atwater, L., & Witt, L. A. (2013, November). *The effects of ethical leadership and peer abusive behavior on individual abusive behavior*. Presented at the annual conference of the Southern Management Association, New Orleans.

Witt, L. A., King, W. R., van Driel, M., Crepeau, L., & McDonald, D. (2013, April). *Effects of a hostile work environment on well-being*.

Yong, Y. K., Atwater, L., Latheff, Z., Callison, K. R., Longacre, R., Zheng, D., & Witt, L. A. (2013, April). *Gender and reactions to abusive supervision: A conditional process model*. Presented at the conference of the Society for Industrial and Organizational Psychology, Houston.

Witt, L. A., Kacmar, K. M., & Andrews, M. C. (2001). The interactive effects of procedural justice and exchange ideology on manager-rated organizational commitment. *Journal of Organizational Behavior*, 22, 505-515.

Witt, L. A. (2000, April). "Exit, Voice, and Loyalty" revisited: *The interactive effects of organizational politics and age on organizational commitment*. Presented at the annual conference of the Western Academy of Management, Kona, Hawaii.

Witt, L. A. (1995). Influences of supervisor behaviors on the levels and effects of workplace politics. In R. Cropanzano and M. Kacmar (Eds.), *Organizational politics, justice, and support: Managing social climate at work* (pp. 37-53). Quorum Press: Westport, CT.

Witt, L. A., & Silver, N. C. (1994, March). *Effects of fairness and exchange ideology on organizational citizenship behaviors*. Presented at the 40th annual conference of the Southeastern Psychological Association, New Orleans.

Witt, L. A., & Joy, V. L. (1992, May). *Occupational commitment, negative affect, and perceptions of fairness*. Presented at the annual conference of the Midwestern Psychological Association, Chicago.

Witt, L. A., & Myers, J. G. (1992). Perceived environmental uncertainty and participation in decision-making in the prediction of fairness of personnel decisions. *Review of Public Personnel Administration*, 12, 47-56.

Witt, L. A., & Nye, L. G. (1992). Gender and the relationship between perceived fairness of pay/promotion and job satisfaction. *Journal of Applied Psychology*, 77, 910-917.

Witt, L. A. (1991, May). *Participation in decision-making and job satisfaction: Fair outcomes make a difference*. Presented at the annual conference of the Midwestern Psychological Association, Chicago.

Witt, L. A. (1991). Equal opportunity perceptions and job attitudes. *Journal of Social Psychology*, 131, 431-433.