

THE RELATIONSHIP BETWEEN DEMOGRAPHIC VARIABLES AND JUSTICE PERCEPTIONS OF THE EMPLOYMENT EQUITY ACT

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Affirmative Action, driven by the Employment Equity Act, has become a key business and social imperative in South Africa. While research has attempted to explore both the perceptions and outcomes of affirmative action, particularly in relation to psychological factors, very little of this research emanates from South Africa. The importance of developing a body of knowledge based on our own experiences is important, and the successful implementation of affirmative action can greatly be facilitated by such research. One question that seems to have dominated much of the discourse around affirmative action relates to its fairness. Research that has attempted to address this question tends to dichotomise the workforce into black and white employees. While this may seem somewhat logical given our historical context, such an approach neglects the real world complexities that drive our experiences. Factors such as a person's financial status, their employment history, their position in an organisation, their gender, and their age are just some of the other variables that may impact on their justice perceptions of affirmative action.

The current research report examined the relationship between a wide array of demographic variables and perceptions of distributive, procedural, and interpersonal justice perceptions of the Employment Equity Act. The study was performed with 124 employees from a company that services the steel industry in South Africa. A detailed demographic blank was completed, along with a scale measuring justice perceptions of affirmative action and the Employment Equity Act. T-tests, ANOVA's and correlations were used to look for differences and relationships between demographic variables and perceptions of affirmative action. The results indicated that there were significant relationships between some of the biographic variables, employment related variables, and financial status, and perceptions of affirmative action.

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Curriculum Vitae

Name: Lesley-Anne Katz
Position: Lecturer

1. Education

Currently	PhD	University of the Witwatersrand
1998/99	MA (Industrial Psychology) (with distinction)	University of the Witwatersrand
1997	BA Industrial Psychology (Honours)(with distinction)	University of the Witwatersrand
1992	BA (Social Work)	University of the Witwatersrand

2. Research interests

Justice perceptions, including organisational and social justice concerns, outcomes of justice perceptions, justice judgement formation, as well as fairness perceptions of social and organisational policies, individual correlates of justice perceptions, factors effecting labour-management relationships, correlates of industrial relations climates and labour-management relationships, unionisation, the impact of unionisation on workers, the perception and implementation of labour legislation, employment equity, managing diversity, affirmative action.

3. Professional Membership

I am a member of the International Society for Justice Research.