

DEPARTMENT OF DEVELOPMENTAL, PERSONALITY AND SOCIAL PSYCHOLOGY

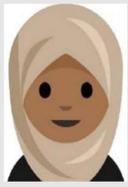
Barbara Valcke – Promotor: Alain Van Hiel

Begeleidingscommissie: Lieven Brebels, Jeroen Stouten, Bart Van De Putte

SOCIAL NEEDS & THE RELEVANCE OF DIFFERENT LEVELS OF SELF IN PROCEDURAL FAIRNESS

Background

“Procedural Fairness in Local Approaches to Multicultural Conflicts”

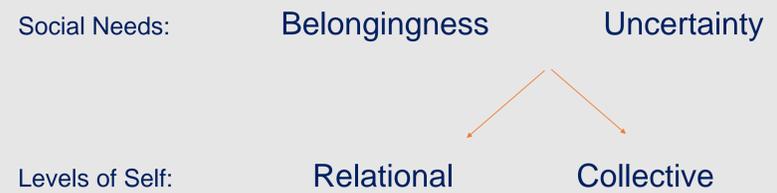


Example: ban of the headscarf in public functions

The aim of the ‘GOA research project’ is to investigate the mechanisms of procedural fairness in multicultural conflicts and to understand the possible effects on ethnic minorities, to ultimately formulate guidelines for decision-making processes in multicultural contexts

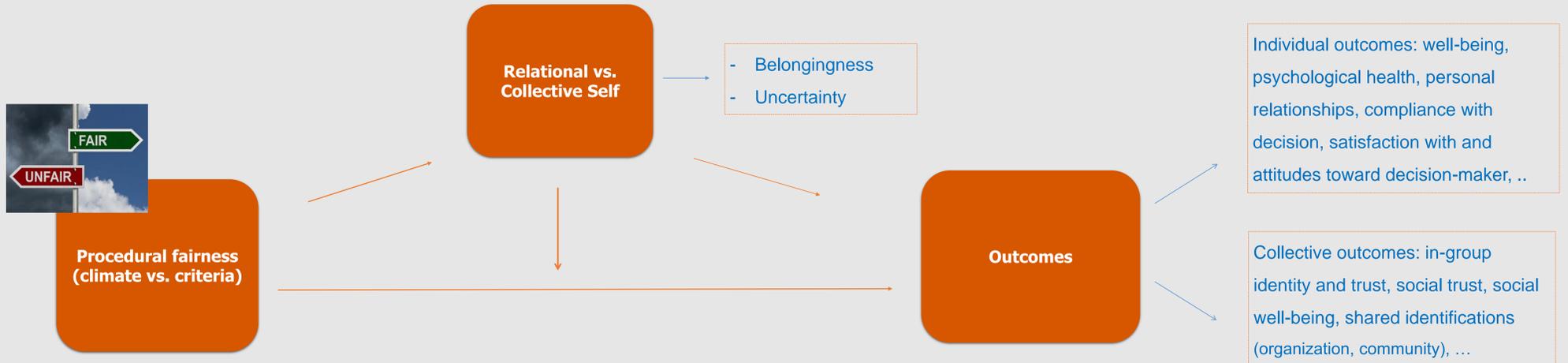
The extent to which people and groups attend to procedures depends on the degree to which particular social needs are satisfied

- ❖ Procedural fair procedures provide relational information that gives people the symbolic message that they are accepted, valued and respected by the group to which they identify
- ❖ Identification (& sense of belongingness) with the own ethnic group versus the superordinate group is related to the effects of procedural fairness



Research Question

How do needs at different levels of Self shape the relationship between procedural fairness and outcomes?



Method

Qualitative data

- First year
- Four different local settings
- Focus on what people specifically experience as procedurally fair or unfair in concrete contexts



Questionnaire studies

- First year: scale construction
- Goal: minimally 2 samples of 200 respondents
- Company settings & multicultural conflicts
- Subjective & objective information-collection



Vignette studies

- 2 (fair versus unfair) x 2 (low versus high score on relational needs) x 2 (low versus high score on collective needs) design



Experimental lab study

- Adult volunteers: a ‘seminar on prejudice’
- Jane Elliot: blue-brown eye method -> “possible remedies?”
- 2 (first fairness criterion: low versus high) x 2 (second fairness criterion: low versus high)
- DV: time working on report & satisfaction with experimenter



References:

- Huo, Y. J., Smith, H. J., Tyler, T. R., & Lind, E. A. (1996). Superordinate identification, subgroup identification, and justice concerns: Is separatism the problem; is assimilation the answer? *Psychological science*, 7, 40-45.
- Sedikides, C., Hart, C. M., & De Cremer, D. (2008). The self in procedural fairness. *Social and Personality Psychology Compass*, 2, 2107-2124.
- Tyler, T. R., & Lind, E. A. (1992). A relational model of authority in groups. *Advances in experimental social psychology* 25, 115-191.
- Van den Bos, K., & Lind, E. A. (2002). Uncertainty management by means of fairness judgments. In M. P. Zanna (Ed.), *Advances in experimental social psychology* (Vol. 34, pp. 1–60). San Diego, CA: Academic Press.