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¹ critical

² Equity

³ Equality

⁴ Needs

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⁶ Thibaut,Valke

⁷ Interpersonal justice

⁸ Informational justice

⁹ Colquitt

¹⁰ Lambert

¹¹ Charash

¹² McFarlin &Sweeney

¹³ Moorman

¹⁴ Williams, Pitre, & Zainuba

¹⁵ Saunders& Thornhill

¹⁶ Hoy& Tarter