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## ABSTRACT

This research project studies the Appraisal-Tendency Framework (ATF). Specifically, it observes whether emotional dispositions, such as sadness-proneness or trait anger, affect judgements made on whether a situation is just or unjust. In addition, this study also presents the question of whether gender impacts perceptions of fairness. The outcome of this study could provide organizations with a better understanding of why certain emotions relate to certain judgements and decisions.

## INTRODUCTION

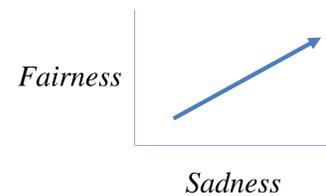
- ATF: emotion connects to an immediate cognitive response or appraisal, leading to an effect on judgement (Lerner, Han & Keltner, 2007).
- Emotions can carry over to affect judgments in later, separate events.
- Sadness is related to blaming an event on the situation.
- Anger is related to blaming an event on the individual.
- Judgements of fairness can be affected by these emotions based on appraisals of control (Lerner & Tiedens, 2006).
- Not many studies address how the ATF applies to both state and trait affect.
- Individual differences in emotional dispositions may affect judgements.
- Studies have shown that females may judge situations harsher and as more unethical when they are acted out by another female.
- Studies have shown that men set other men to higher standards of fair practices (Franke, Crown, & Spake, 1997).
- This presents the question of how gender relates to perceptions of fairness within organizations.

## METHODS

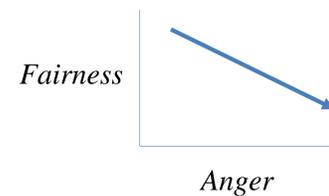
In part one of the study, participants will complete measures to assess individual differences. Part two will use a 2 (emotional induction) x 2 (gender of actor) design. Participants in the anger condition will watch a video clip from the movie *My Bodyguard* and then be asked to write about a time they experienced anger in their own life. Participants in the sadness condition will watch a video clip from the movie *The Champ* and be asked to write about a time they experienced sadness in their own life. Participants will then be randomly assigned to view a short clip showing either a male or female professor signing student scholarship checks based on student scholarship applications. It is made clear that one student in the clip is under rewarded, while another is over rewarded. However, it will not be clear whether this under and over rewarding was intentional or done by mistake. Participants will then be asked to complete questions assessing their perception of fairness in the scholarship clip.

## HYPOTHESES:

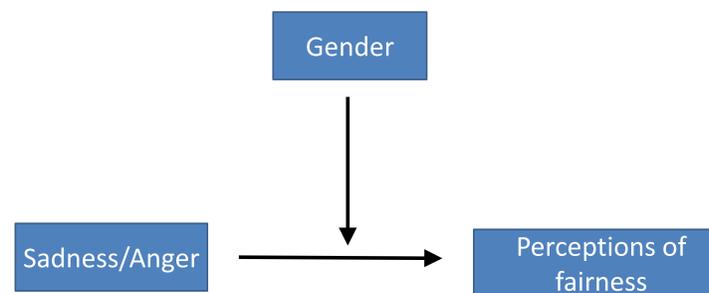
**Hypothesis 1:** Sadness will positively correlate with perceptions of fairness.



**Hypothesis 2:** Anger will positively correlate with perceptions of unfairness.



**Research Question 1:** Does gender impact perceptions of fairness as a moderator variable?



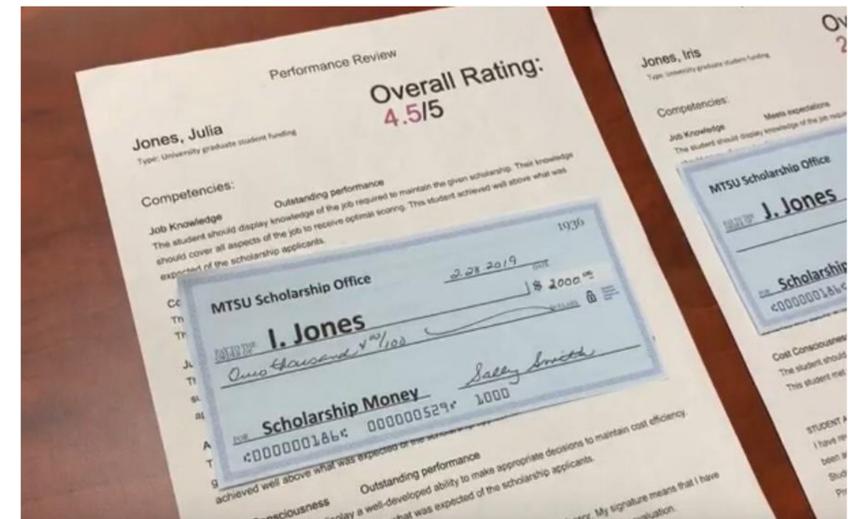
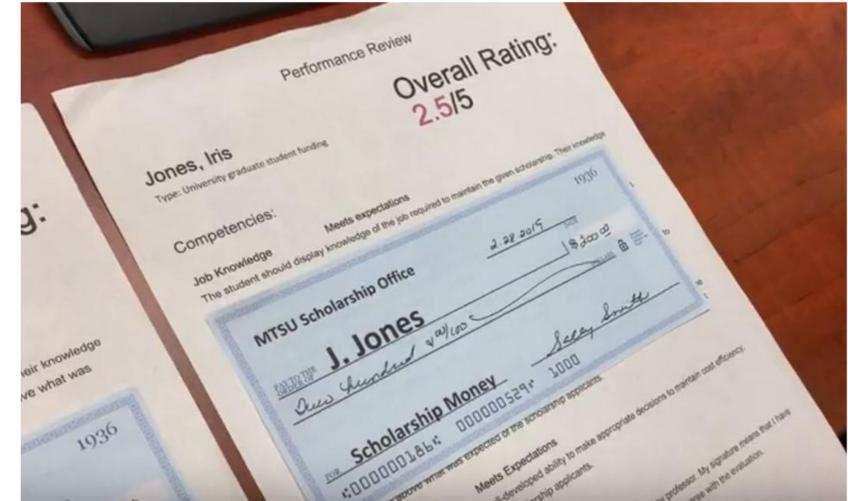
## PARTICIPANTS AND MATERIALS

Participants will be undergraduates recruited from a Southeastern University. Participants will be provided paper and pencil as well as the experimental content.

## PROPOSED ANALYSIS

In order to test the proposed hypotheses, multiple regression will be conducted.

## UNJUST SITUATIONS



## REFERENCES

- Lerner, J. S., Han, S., Keltner, D. (2007). Feelings and Consumer Decision Making: Extending the Appraisal Tendency Framework. *Journal of Consumer Psychology*, 17(3), 181-187
- Lerner, J. S., & Tiedens, L. Z. (2006). Portrait of The Angry Decision Maker: How Appraisal Tendencies Shape Anger's Influence on Cognition. *Journal of Behavioral Decision Making*, 10, 115-137
- Franke, G. R., Crown, D. F., & Spake, D. F. (1997). Gender differences in ethical perceptions of business practices: a social role theory perspective. *Journal of Applied Psychology*, (6), 920

Other references available upon request.