

Remuneration justice

Project goals

What factors affect the way that people find reward systems as fair? The main goal of the planned research program is to provide the broadest possible analysis of the principles of constructing fair remuneration systems. We want to explore if people know, understand and evaluate these principles and how they assess the related taxation issued. The aim of the project would be also to explore how the communication of these rules affects the perception of sense of justice of salaries and taxes.

This will support to determine what kind of possibilities the organization has in the field of building, deploying, modifying and communicating fair remuneration system. It is not that simple, if people differ in the perception of the principles of justice, i.e., depending on the organizational form of the company. The design and communication of principles of justice is important from each perspective - recent changes in the pension system are the best example of this.

What tests will be carried out in the project

The research will be using methods of jurisprudence, management and media studies in the fields which were not previously used. As the first step of the research program we would investigate the scale and underlying causes of inefficiencies of the currently constructed remuneration systems and we will make an assessment of tools used for this purpose by employers. As the following step, we would verify how the principles of justice are perceived in different groups in Poland; as how the issue is seen by workers and managers, and we will analyze how their perception is influenced by communication of remuneration systems (in three-sided point of view worker-employees-chief) and remuneration taxes systems. Finally, we will conduct a kind of experiments - simulations of managerial decisions in the field of remuneration.

Reasons for undertaking this subject

Both the observation of practice, press releases, and research results clearly show a very large (above 60%) percentage of employees in Poland convinced of that they are not treated fairly in the area of remuneration (Sedlak & Sedlak 2014). The notion of communication of remuneration rules and remuneration taxation has not yet been thoroughly explored so far. Although the topic of remuneration justice and taxation justice is often discussed in the literature of topic, there is no recognition of the issues of remuneration justice that shall serve constructing effective model solutions. The issue has not been explored in this respect, both from the point of view of motivation, as well as from the point of view of legal and tax matters aiming to increase the tightness of the tax systems, reducing tax evasion and the grey economy.