

**SUMMARY**  
**THE ANTECEDENTS, PROCEDURAL JUSTICE,**  
**DISTRIBUTIVE JUSTICE, AND THEIR EFFECTS**

**1. Background and Problems**

There are many problems facing Indonesia today. Of all the prevailing various social, economic, and political problems, are attributed mainly to the little attention paid towards justice as one of the foundations of development. When the New Era government regime was still in control, injustice systematically occurred in various aspects of life. Economically, a few large-scale businessmen or conglomerates controlled the huge capital and assets while at the same time there was millions of poor people hardly possessed no capital at all (Effendi, 1986; Sjahrir, 1986). Businessmen became very rich because the government offered a lot of facilities such as giving the opportunity to practice monopoly and channeling of immense capital with low interest charges to providing guarantees that huge profits were to be recouped. On the contrary, facilities for poor people such as traders in the informal sector and farmers gradually declined even became entirely nonexistent (Mubyarto, 1999; Wiradi, 2000). There are many other stories such as the aforementioned that reflect injustice. What is also reflected here is that the wielding of a lot of political power by the government causes a lot of suffering for the people. Authorities become the source of injustice (Van den Bos, 2000; Van den Bos et al, 1998).

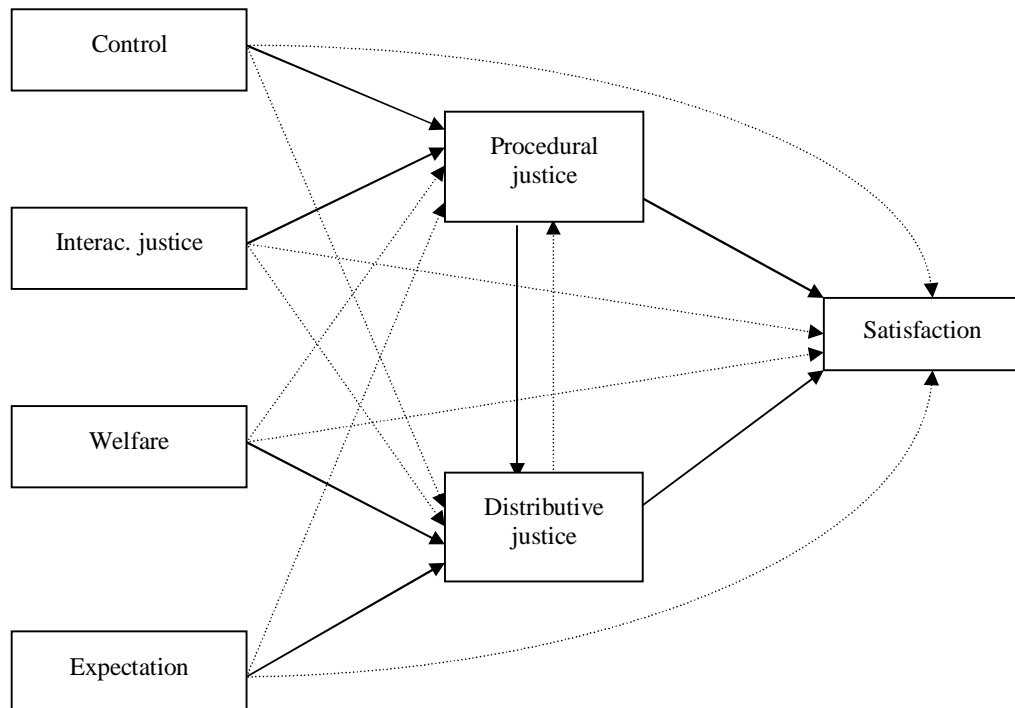
Today, despite many attempts to make changes have been made, various forms of injustice still occur. Those occupying high social, economic, or political strata continue to promote their own interests and the law of the jungle is very much in evidence (Dick, 2001). For those in the low social strata are left on their won. The distance between the two social strata living in the same unitary state is left to continue unattended to (Mubyarto, 1999). Efforts to forge links between the two can be almost non-existent.

Another problem related to the issue is conceptual understanding. For some groups of society who want the change often do not know from where and how to begin. They are moved into action basing on their knowledge, abilities, and interests. This leads to euphoria; a condition if not well underpinned by intelligent and critical thinking will be the harbinger of anarchy. This phenomenon has already

occurred and apparently will likewise recur in the future. The goal of implementing justice, democracy, good governance, social harmony, economic growth, and so forth, becomes unclear.

In social psychology discussion and research on justice was initially very much influenced by the reaction of the individual on the principle applied (Greenberg, 1996). The aforementioned studies deal with the reaction on the distribution system. Later, the studies on the reaction against the procedure are emerged.

A comprehensive theory of justice was proposed by Tyler (1989, 1994). However, such a model does not establish a direct link between procedural and distributive justice as suggested by Gilliland (1994). In that vein, therefore, the focus of the research is to establish a link between the two. It follows from the foregoing that the theoretical foundations used in this research constitute modification on Tyler's model (Figure 1) as a synthesis and modification of the studies, theories, and previous research findings.



**Figure 1**  
**Modified Justice Model of Tyler's**  
 (1994, p.856)

Based on the earlier studies, it can be concluded that the procedural justice cannot be extricated from the involvement of other people as well as the role played by the person in question, especially in carrying out control. Meanwhile, the distributive justice is very much influenced by what is expected and obtained. From such theories and research findings as mentioned before, it can be concluded that procedural and distributive justice have different antecedents (in Figure 1 indicated by the bold arrows). Even if there are variables that influence both forms of justice, such influence is likely to be different and will tend to be small (in Figure 1 indicated by broken arrows). Thus, the first hypothesis (Hypothesis 1) states:

The antecedents of distributive justice differs from its of procedural justice.

The above hypothesis is general. One of the theories on procedural justice states that the important factor that influences procedural justice is control. Quite different from such a theory that has a self-interest orientation, the group values model puts more emphasis on the importance of interactional justice in evaluating procedural justice. In practice (see Tyler, 1994), both factors can jointly influence procedural justice. Therefore, particularly in connection with the antecedents of procedural justice, hypothesis number one can be made more specific by breaking it into two hypotheses as here under.

**Hypothesis 1a:**

Control as an antecedent affects procedural justice significantly.

**Hypothesis 1b:**

Interactional justice as an antecedent influences procedural justice significantly.

Different from procedural justice evaluation, which is studied from two viewpoints, there is a theory that explains antecedent of distributive justice, which is called the resource-based model. According to this model there is one factor or antecedent that explains distributive justice, which is the evaluation of the available resources, which are operationalized into two variables: welfare and expectation (Tyler, 1994). In that way, each of the two variables will play a role in the distributive justice with diametrically opposing influences as discussed in the relative deprivation theory. Welfare had a positive effect while expectation has a

negative influence. Accordingly, the first hypothesis, especially as regards distributive justice, can also be made more specific as here under:

**Hypothesis 1 c:**

Welfare constitutes an antecedent, which has positive effect on distributive justice.

**Hypothesis 1 d:**

Expectation constitutes an antecedent, which has a negative effect on distributive justice.

On the individual level, any distribution will be preceded by an analysis process, including the decision making process. In social life, such processes are synonymous with procedure. This also applies to the perceived justice. Generally, the procedure precedes distribution. In that case, distributive justice is to a great extent influenced by procedural justice. This possibility is proved and confirmed by heuristic theory of cognitive process (Van den Bos, 1996, 1999, 2001). Particularly in relation to perceived justice, heuristic theory adds that procedure evaluation is easier to do than distributive evaluation. The latter will be easy to do if there is some comparison. As such, explanations based on psychology about distributive justice are often associated with concepts on social comparisons (Folger et al., 1983; Mark and Folger, 1984; Master and Smith, 1987). Being easier to evaluate procedural justice than distributive justice provides an opportunity for increasing the role of procedural justice in evaluating distributive justice.

The pattern of relationship between procedural and distributive justice is proved not to be of one direction (Brockner and Wiesenfield, 1996; Van den Bos et al., 1999). Basing on the self-interest model on procedural justice it is proved that such an evaluation is to a large extent influenced by efforts to obtain benefits (Lind and Tyler, 1988). So, the influence of distributive justice on procedural justice emanates. The fulfillment of self-interest will increase distributive justice roles, which will influence on procedural justice.

If the relationship between procedural and distributive justice is reciprocal, it must then be found out the magnitude of the influence of one on the other. It has already been stated that the influence of procedural justice on distributive justice is in the mainly caused by two things, one being that the sequence of an event that generally puts procedure first, and the other that heuristically procedure is easier to

evaluate which raises the probability that procedural justice will serve as reference for distributive justice. Further more it can be said that the influence of distributive justice on procedural justice is actually just a part of self-interest orientation. Therefore, the influence of procedural justice on distributive justice will be larger than the influence of the reversed form. The **second hypothesis** can thus be stated as follows:

If these two relationships are viewed as reciprocal, the effect of procedural justice on distributive justice is bigger than the effect of the distributive justice on procedural justice.

Providing an evaluation constitutes a cognitive process. To conduct an evaluation, principles of processing information will have some influence too. This process requires a lot of information to be able to conduct an evaluation. The problem is that the information necessary is not always available, and even if it is available sometimes it is inadequate. In such a situation, according to heuristic theory of justice (Van de Bos et al., 1997a, 1997b) and social comparison theory (see Master and Smith, 1987), people will always look for a comparison as the basis for an evaluation. In case information on the comparison is not available, the evaluator will try to be as objective as possible in making the evaluation even though norms used as the basis for the evaluation are subjective. According to the heuristic theory of justice to be objective an individual will use any reference that is available that is he will evaluate procedural justice on the basis of the objectivity of the procedure and will evaluate distributive justice on the basis of the objectivity of the distribution. It means that generally people consider a certain procedure as just if the procedure is just as it is and will evaluate distribution as just if the distribution is just as it is.

Inline with the explanation, **the third hypothesis** can be formulated as follows:

In an objective sense procedure will influence procedural justice and distribution influence distributive justice. A just procedure will be regarded to be higher than an unjust one, and distribution that is just will be regarded as higher than unjust distribution.

The heuristic theory of justice states that evaluating procedural justice is easy to undertake. This is based on the assumption that a just procedure provides certainty the just distribution, and people pay attention to justice because of the

desire to obtain certainty (Van den Bos, 1996; Van den Bos and Miedema, 2000), including the certainty of getting one's share (distribution) that is just. The issue of the sequence of evaluation according to the heuristic theory on justice evaluation is considered an important factor. The influence of procedural justice on distributive justice does not only occur simply because of the nature and higher certainty obtained from the procedure which induces people to evaluate distributive evaluation on the basis of procedural justice, but also the factor of sequence. This issue becomes an important element in the cognitive process which tends to digest information on the basis of the sequence received. Hence, if the procedure is known before hand, such procedure will not only influence the procedural justice, but will also have influence on the distributive justice. This conclusion becomes **the fourth hypothesis**, which is formulated as hereunder:

When the procedure is known before hand, such a procedure will have an influence on distributive justice.

Will the sequence of information as stated above has an effect if the distribution is known before hand, and distributive justice evaluation is carried out first? The heuristic theory of justice concludes that when the procedural justice precedes distributive justice evaluation, the former will be influenced (Van den Bos, 1996). Similar expectation was propounded in the attribution theory (Brockner and Wiesenfeld, 1996; Schroth and Shah, 2000). Unfortunately, this view has not been proved with the exception of one research finding (Van den Bos, 1996). Besides that, the conclusion reached is based on the concept of impression management (Greenberg, 1996) and primacy effect (Van den Bos et al., 1999). Furthermore, the same thing will occur if self-interest becomes predominant (Lind and Tyler, 1988). The last seems to play the largest role. On the contrary, if this happens, there will be cognitive dissonance (Festinger, 1954). Meanwhile, individual will generally try to avoid cognitive dissonance (Festinger, 1969; Harmon-Jones et al., 1996). Having a similar opinion, according to the referent cognition theory (Folger, 1987; Folger et. al., 1983; Mark and Folger, 1984; Skarlichi, 1997), every individual tries to make an objective evaluation as far as possible. If the reference for evaluating procedural and distributive justice is inadequate, the evaluator will make justification on the basis of prevalent values or morality and such people will endeavor to ensure that their evaluation brings positive consequences for them in the future. All this is different from the

self-interest orientation, which influences the evaluation of justice. For that reason, different from the proposition of the heuristic theory of justice of van den Bos (1996) and attribution theory (Brockner and Wiesenfeld, 1996; Schroth and Shah, 2000), this research will estimate **the fifth hypothesis**, which is formulated as follows:

If there is not an indication of the predominance of self-interest, the distribution and distributive justice evaluation conducted before knowing the procedure will not have any influence on procedural justice.

The evaluation of justice constitutes a concept that is different from satisfaction with procedure and distribution. The two have a strong correlation (Tyler, 1994; Van den Bos et al., 1997a). Satisfaction that is referred here is not limited to mere satisfaction with either procedure or distribution. In formal social relationships, one of which is called the social contract, such as hiring land, will then induce the emergence of satisfaction from the social relationship or social contract in general. Satisfaction will consist of satisfaction with the procedure, distribution, and with the relationship or social contract.

According to the self-interest model, an individual prioritizes his own interest in making procedural and distributive evaluation. Whenever his private interest is fulfilled, the evaluation given is that the undertaking is a just one. Self-interest is to large extent fulfilled through obtaining a large share out of distribution. In such a situation he will obtain high satisfaction. On the other hand, high self-interest generally tends to ignore other issues such as procedure provided if the individual obtains some benefits, which will be reflected in his satisfaction. From the foregoing, therefore, **the sixth hypothesis** is stated as follows:

When satisfaction is high, the role of procedural justice to distributive justice is smaller than is the case when satisfaction is either moderate or low.

As was the case with the first hypothesis, hypothesis number six can be made more specific by breaking it into two parts as follows:

**Hypothesis 6a:**

When satisfaction is high, the role of procedural justice to distributive justice is smaller than the case when satisfaction is moderate.

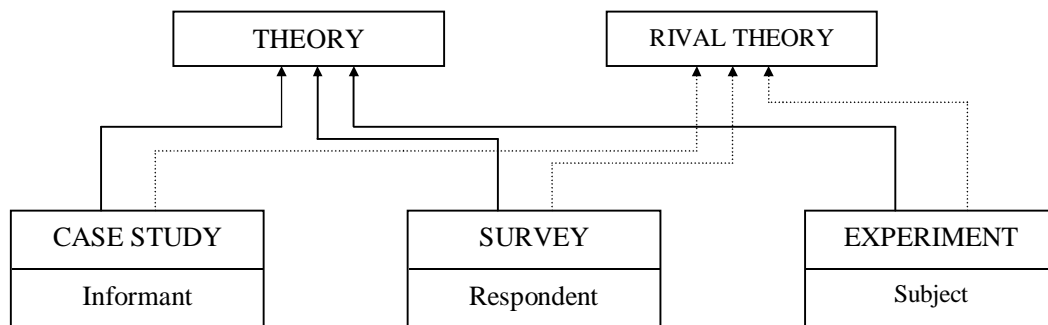
**Hypothesis 6 b:**

When satisfaction is high, the role of procedural justice to distributive justice is smaller than is the case when satisfaction is low

It has to be noted that the above hypotheses basically constitute part of the psychological justice model. Accordingly, results from this research come out of a proving process of several hypotheses if it is drawn back into an integrated model to produce a model that suits the conditions in the field of research. This will be in line with the main objective of this research.

**5. Method****a. Research design**

The design of this research uses the design suggested by Yin (1994) who recommends the use of three types of research in constructing or proving a theory (Figure 2). This study will use two types of field research, case study and survey, along with scenario study designed in form of an experiment. Case study will be conducted at the beginning, followed by survey and scenario study. The case study constitutes the initial step that provides the issues that are related to the already existing investigation and theory. The purpose of the survey is to prove hypotheses one, two, and six, while scenario study was conducted to test hypotheses number three, four, and five.



**Figure 2**  
**Research Models for Making Inferences**  
(Yin, 1994, p. 31)

of the conducting justice judgment by the subject. This manipulation consists of two sequences. The first sequence is where procedure and the procedural justice evaluation followed by distribution and distributive justice evaluation. The second



sequence will be distribution and distributive justice evaluation, which is followed by procedure and the procedural justice evaluation. To test the magnitude of the influence of the first sequence on procedural justice evaluation compared to the real life situation it is then deemed pertinent to carry out the manipulation of procedure into two categories-just and unjust. In the meantime, distribution will be categorized into three groups, which will be lower than, equal to, and higher than the normative size. Briefly the design for the scenario research is depicted as appears in Table 1. The components of the scenario was developed from the study findings in the field studies.

Table 1  
Scenario Design

Presentation	Procedure	Distribution		
		Bigger	Equal	Smaller
Distributive-Procedural	Fair	Scenario I	Scenario II	Scenario III
	Unfair	Scenario IV	Scenario V	Scenario VI
Procedural-Distributive	Fair	Scenario VII	Scenario VIII	Scenario IX
	Unfair	Scenario X	Scenario XI	Scenario XII

### **b. Variables**

Antecedent variables of the procedural and distributive justices are welfare, expectation, control, and interactional justice. The impact of evaluation is the satisfaction.

For the scenario study independent variable is the procedure and distribution of outcome. The dependent variables consist of procedural justice and distributive justice judgments.

### **c. Data collection**

To attain the above stated objectives, data were collected by making use of the interview technique for the case study and questionnaire for the survey. The interview conducted in the case study was semi-structured initially, and then was followed by an in-depth one. Among the issues asked were cover various things were connected with problems of justice in local peoples' lives including land

hiring contracts and its social psychological aspect, especially the judgment of justice in contract.

For the survey, data collection was done using questionnaire and psychology measurement scales. The technique of filling in the questionnaire and the psychology variables was not be given to the respondents, instead, questions were be read to them, with their responses noted by field assistants. Such a method has been proved to be accurate for collecting data.

#### **d. Area, Informants, Respondents, and Subjects of the Study**

This research was conducted in six villages namely, Sukorejo, Birit, Pandes, Gadungan, Canan, and Kalitengah in the Wedi sub-district, Klaten district. The six villages are in an area where tobacco planting is carried out by PTPN X Klaten. The six villages are often called the town of Wedi sub-district. In this sub-district there are 13 other villages where tobacco is not planted. The area covered by Wedi Sub-district is 2,438 Ha. The six villages occupy an area of 726 Ha which is 30 per cent of the overall sub-district area that comprise of 450 Ha wet lands and 276 Ha dry land. All the fields in Kalitengah and Gadungan villages employ technical irrigation system. In sukorejo, Birit, and Canan villages a large proportion of fields also employ the technical irrigation system, while in the Pandes village most irrigation is semi-technical.

For conducting the interview in the case study 11 informants were involved. This number is considered sufficient both as a source of qualitative data for answering the qualitative research objectives and in the process of completing and perfecting the constructed questionnaire and scales necessary for deriving quantitative data from the survey. At the state of collecting data from the survey using the questionnaire, 471 respondents were employed. The basic criterion for one to qualify was that he or she has to own a field, which was hired by PTPN X at least once in the last two years.

To conduct the scenario study 360 subjects were needed, and were divided into 12 groups implying that each scenario has 30 subjects. The subjects were students form the faculty of psychology in Gadjah Mada University and Wangsa Manggal University. The outcome of the data collection process was the obtaining of data on 358 subjects, which was then analyzed in this research. Of all the subjects, 93 subjects were from Gadjah Mada University, 264 from Wangsa Manggal University, and one subject did not reveal the University he was from.

There were more female subjects (241 which is 67.3 per cent) than male (110 or 30.7 per cent). Seven subjects did not disclose their sex identities. The average age of the subjects was 19.9 years ranging from 18 years to 35 years.

#### **e. Analysis Design**

It has already been mentioned that most of the data from the interview is qualitative in nature. This data is a narration, in form of a transcript of the interview, which was analyzed using the content analysis. Some of the data obtained from the interview could be quantified, nonetheless as the main purpose of the data is to aid in describing phenomena, this data can also be used quantitatively as facts or illustration of the problem being handled.

Data from the survey questionnaire and psychological measurement scale was quantitative in nature. The structural equation model was used for testing the first hypothesis, especially in analyzing the direction, which comprises of three dependent variables (procedural justice, distributive justice, and satisfaction) and four independent variables (welfare, expectation, control, and interactional justice). The Lisrel version 7 was software employed to test the hypothesized model as depicted in Figure 1.

In the scenario study procedural and distributive justice were measured by the scale, which in principle was an answer to the question "To what extent is the procedure or distribution just?" The answer is ranged from 0 to 10. High number reflects high justice evaluation. To find out the influence of procedure and distribution on the procedural and distributive justice, analysis of variance was applied in the analyses.

### **6. Results and Discussion**

Among a multitude of problems of justice, there are three issues on justice, which are connected with day-to-day social relationships, and can be clearly identified from observation in the field. The first is the problem of work relations, especially between the owner of the garment enterprise and the workers who carry out the sewing. The second is the granting of social assistance among the local population, which is called *nyumbang*. The third problem of justice was found in the relationship between field owners and PTPN, which hires such fields for tobacco planting. Besides the three problems above a lot of injustice was found, nonetheless the three seem to be the most outstanding. There is another problem of

injustice, which is persistent in the local population's livelihood, that is the gender inequality.

The problem arising from the company owner - worker relationship is found to be pervasive (See *Prisma*, Number 3, 1992). In the area of research, owners of garment firms have for quite long unjustly treated their workers (see Susilastuti and Partini, 1990). The relationship between the two parties constitutes a vertical one with the owner of firm in a high position while the workers are at the bottom. Such a high position of the boss can be seen from two key aspects, which is in the provision of work and determination of the wage.

Workers involved in sewing, who are called *gerji*, to be employed or not depends on the owner (*juragan*). In the three villages out of the six that comprise the area of this research with Kalitegah serving as the center, owners of garment enterprises offer opportunities to those who sew the garments in large quantities (locally known as *order*) working from their homes. The businessmen own the textile materials, do the cutting and do the selling of the garments. The sewers have to get the cut textile materials, sew it into garments and then take them back to the firm. Sewing is done in the home of those who do the sewing. All the risks and hardships that are connected with the sewing process are borne by those who sew. The owner of the firm merely pays the cost of sewing according to the number of units of garments completed.

The owner of the firm determines two things, which are fundamental, hence, the source of the problem of justice here. First, the owner has the authority to provide work to those who do the sewing. In the last two years, there has been a large reduction in the production of clothes in this area as a consequence of a decline in demand. The result was easy to predict, the volume of work plummeted with workers not certain of receiving work or orders from their bosses. During times of crisis such as this, and whenever there is a decline in demand in general, garment sewers can not get work from other enterprises since most of the firms in this area face similar problems. Even though there are still some firms that continue their operations, they do not need new workers. The fate of the garment workers, which to a large degree is determined by the boss in the context of job provision, is aggravated by the demand of loyalty to firm owners. Which means that garment workers are not supposed to belong to more than one firm.

The second problem is connected with wage. The system of *borongan* for sewing garments makes the workers to provide working capital and at the same

time bears most of the risk. Seen from the cost of production, workers have to bear the cost of purchasing threads, needles that often break, electricity used for driving the sewing machines, and must possess the sewing machine as capital to begin with. In the course of doing the work, all the risks relating to the work are borne by him/her. The effect from such work such as illness and accidents is not the responsibility of the owner of the garment firm. There are many workers who must replace the garment materials if they make mistakes in making the garments.

The second problem of justice found in the research area comes arises from the collective social relationships. There has emerged a general phenomenon among the population to make contributions, which is regarded as some form of social security, which is meant to ensure social harmony. Basically, contribution is made whenever someone experiences some difficulties or in the event of some celebration.

There are two things that must be noted regarding this issue. Firstly, the expense of the household on making contributions constitutes a heavy burden. Secondly, almost all people feel the burden of the economic crisis, which makes it difficult to find sources required. In spite of the immense economic hardships faced, the household can overcome them through the assistance of other relatives. As a whole it can be concluded that the mechanism of providing contribution is more predominant among relatives of the same family than with members of the local community without any family relationship. One of the indicators is the amount of money contributed. Contributions from family members are always more or less twice that made by neighbors and colleagues of work. Another indicator is area from which contributions originate. Family contributions transcend hamlets, village, and even sub-district boundaries. Family contributions are not limited by regional boundaries, rather tend to emphasize the closeness of the family relationship.

In general, assistance is meant to lighten the burden faced by another person. Nonetheless if analyzed further, there is another consideration. What underlies family contributions generally is the obligation. Contribution made at the time another family is afflicted by the death of a member has more to do with the obligation considerations, while that made in case of an accident besides considering it as an obligation, is also a let somebody see of sympathy. Contribution for a neighbor towards an event that has to do with life cycle and in construction a house is based more on reasons of reciprocity. Contributions made

for reciprocity reasons is felt more burdening than that made out of considerations of obligation and sympathy. This conclusion is based on the fact that the time between making some contribution and receiving one is hardly known. For households of young people they end up making more contributions than they ever receive. By the time they receive contributions, the real value is so much altered compared with the value at the time they make their contributions towards others. It is on the basis of such logic that underlies the evaluation of a contribution as either light or burdensome along with the way the evaluation of justice under reciprocal exchanges.

It also applies in cases of exchange and assistance that are made differently. In the case of providing labor for house construction, for example, most of the people involved are not rich people. Rich people who are involved make contributions in form of money or items. In economic terms, the item or money offered may be an equivalent of the wage for the labor. However, the issue is not that simple. This assistance is not merely meant to reduce the burden and for the sake of exchange, but underlying this is the spirit of togetherness. Replacing labor with money implies that the spirit of togetherness is lost. Underlying this is the issue of justice in terms of interactional, which has got to do with appreciating other people who are poorer, as well as paying due respect to relevant customs and traditions.

Such a reality seems to be more dominant when the person involved is a woman. Assistance in form of labor or *rewang* in the event of *hajatan* or some other difficulty to a great extent is done by women. The time taken in providing such labor is long and often takes more than a day. The frequency of such activities is higher than development *sambatan* or house renovations activities involving men. Facts indicate that social assistance in form of labor is done more by women than by men. In analyzing gender, what is outstanding is the marginalization of women. The word *rewang* puts women in a social role that is regarded as unimportant. Such attribution is in contravention of the reality that what women do is an important part of the overall series of activities. In the same vein men play high social role such as playing hosts to visitors or seating in the forefront at the *hajatan*.

Contribution is also felt to be burdensome, and thus is an expression that reflects injustice, for the poor have to make as much contribution as those who are wealthy. The principle of equality is not applied with accuracy. Indeed, there is some allowance or toleration for the poor to provide amounts that are smaller or

even not at all. Nonetheless, there is feeling of social pressure when such toleration is made. Such reality is very ironic for contribution, which is bandied about as a symbol of tolerance instead exudes intolerance in practice.

Another issue pertaining to injustice is found under the cooperation between PTPN and the owners of the fields, which is a combination between sharing output and hiring-contracting. The two parties state that this cooperation is an output sharing, but in its implementation in the field the element of a contract seems to be large.

The pattern of cooperation which has been underway for long and was still continuing by the time the research was done is known as the Tobacco Intensification *Vorten Landen* (ITVL) which was officially started in 1983. It seems the system of hiring is still apparent in the cooperation arrangement since originally the system used was unequivocally hiring land. The system is known as *Sistem Sewa*, which went on between 1970-1979 and ITV system during the 1979-1982 period (Madenar, 1999).

The cooperation arrangement between landowners and PTPN under the ITVL system every year begins when *Surat Keputusan Bupati* is announced, whose contents oblige landowners to surrender their land for tobacco planting. Since this process has been going on for years, landowners are well aware of this. This decision letter is only an indication that landowners are forced to surrender their land or not (from experience this is always the case). They are supposed to prepare their fields before they give in then to PTPN. Basically land preparation means that land is cleared of all types of food crops, which are deliberately grown by farmers. Farmers, therefore, have to put into consideration when to plant and when to harvest their crops. If by the time of tobacco planting, fields are still occupied by farmers' food crops, they face the risk of losing their harvest as their crops are cleared by PTPN. Cases of clearing farmers' crops have occurred several times. To avoid such cases, PTPN and farmers' groups announce the latest time for planting crops, especially rice, so that the harvesting period falls before the growing of tobacco commences.

The time when fields are relinquished by farmers is very important for farmers. Even though farmers are well aware and experienced in the cooperation arrangement, cultivating agricultural products still relies heavily on both season and weather. The start of the rice-planting season is often postponed due to the insufficiency of rainfall, and irrigation is not always flawless. In such conditions,

farmers find it hard to work of their field according to plan increasing the probability of not meeting the time for giving in the fields to PTPN. Under such circumstances farmers face the risk of losing out.

During the time field are worked up on by PTPN, farmers have no right to manage it at all. During such periods, fields are worked up only laborers under the supervision of the *mandor* (field supervisor) who is responsible to the PTPN. Field owners, who are represented by the head of the farmers group, become involve again when the season for picking tobacco leaves approaches. Harvested tobacco leaves are taken to drying places before they are taken to the factory, which is located in Gadungan village, for further processing. After tobacco leaves are dry they are then taken to the warehouse to be weighed. At the time of weighing the head of the farmer's group participates in taking note of the weights. The total production in each area becomes an important consideration at the time of sharing the output between PTPN and field owners. The process of calculating the output sharing is as follows: In one area, rice harvest is summed up, after which the quantity is multiplied by the prevailing tobacco price. In that way, total production in terms of *rupiah* in an area is obtained. This figure is then divided by the area to obtain productivity (tobacco per square meter). The field owner obtains the output according to the area covered by his field.

On completing harvesting tobacco, the land is then surrendered again to the farmers. The land that has been altered through the tobacco growing has to be restored to its initial state, and this is not done by PTPN. PTPN merely pays the cost for returning the land an amount determined at the time of signing the contract. At the time this reach was conducted for example farmers received Rp 15,000.00 per *patok*.

Looking at the prevailing problems, cooperation in form of money sharing is regarded by landowners as the most crucial problem. Demands of farmers to be given the same amount of money when their land is under tobacco plantation as when their land is under food crops have never been realized. In early times, the result of the calculation between the two commodities would be suitable if the basis of comparing productivity between rice and tobacco is 4:1. This means, the price of one kilogram of tobacco is equivalent to the price of four kilograms of unpolished rice. This determination of rice is based on the assumption that the price of un-threshed rice *gabah* does not fluctuate very much as well as the fact that the government also purchases unpolished rice in a systematic manner. In reality, the



price for unpolished rice in the market is commonly higher than the price set by the government. With such a change in the price of unpolished rice the farmer suffers losses. Paradoxically, when the price of unpolished rice is increased to around Rp.1000.00 per kilogram, and farmers want the formulation of 4:1 PTPN refuses to pay. This exacerbated by the fact that several months after that there was another increase in unpolished rice price, logjam in negotiations was unavoidable. Till now, according to most farmers, income from the their fields is still disappointing when planted with tobacco.

The second stage of study, the survey, is to test the hypothesis and the identification of the most suitable model for the data. Analysis results indicate that the most suitable model for the research data is as appears in Figure 3. With this model values are obtained from computing as an indication of the adaptation of the model with the data, which is the degree of freedom 0, Chi-square test of significance ( $\chi^2=0$ ;  $p=1$ ), goodness of fit index (GF1) equal to 1, and RMSR equal to 0.

The coefficient of determination in this model is .51, which means that variables included in the model can explain 51 per cent of the total variance. This model also explains procedural justice evaluation to the magnitude of 45 per cent, distributive justice evaluation with magnitude of 49 per cent, and satisfaction with a magnitude of 52 per cent. This implies that this model has an error of 55 per cent, 51 per cent, and 48 per cent for estimating procedural justice, distributive justice, and satisfaction respectively. The magnitude of the error is due to two things (Arbuckle and Wothke, 1999), which are mistakes in taking measurements as well as the existence of other variables, which influence the dependent variable, which were excluded from the model. Results from the internal consistence test on the measuring scale for the three variables an indication of inaccuracy carrying out measurements was found. Thus, it has to be acknowledged that inaccuracy in taking measurements contributed to the error available. The same thing can be said about the variables, which have influence on the dependent variables but were excluded from the model. As an illustration in this model, the variable of satisfaction has the smallest error of the three dependent variables because, among other reasons, satisfaction has the most independent variables.

Results from this model show that antecedent for procedural justice evaluation is only one, which is interactional justice, whereas there are significant antecedents for distributive justice, which are welfare, expectation, and

interactional justice. The impact of interactional justice on procedural justice has an effect of .671, which is statistically significant ( $p=.001$ ). As an antecedent, interactional justice is also found to have a very significant effect on distributive justice with the gamma value of .301, whereas the effect of welfare with a magnitude of .065 ( $p=.048$ ), and the effect of expectation with a magnitude of  $-.083$  ( $p=.013$ ) play significant roles on distributive justice.

Collaborating the results of the analysis, which employed the two models above, with first hypothesis, the following conclusion can be drawn. Firstly, **hypothesis number one** that states that antecedent for distributive justice is different from that of procedural justice **is accepted**. Looked at more specifically, as was made more specific in hypotheses 1a to 1d, there differences found in terms of antecedent between results of the analysis and the hypothesis, which are stated below.

Secondly, **hypothesis 1a**, which states that control as an antecedent has a significant effect on procedural justice, **is rejected**. The effect of control on procedural justice is very small ( $\text{gamma}=-.02$ ) which is not significant ( $p=.541$ ).

Thirdly, **hypothesis 1b**, which states that interactional justice as an antecedent has a positive and significant influence on procedural justice, is accepted. The direct effect of interactional justice on procedural justice has gamma value of .671 which is very significant ( $p=.001$ ), which in fact this constitutes the largest direct influence in the entire model.

Fourthly, the effect of welfare on distributive justice is significant ( $\text{gamma}=.065$ ;  $p=.048$ ). It follows therefore, that **hypothesis 1c** which states that welfare can be made an antecedent with a positive effect on distributive justice **is accepted**.

Fifthly, expectation has a negative effect on distributive justice ( $\gamma = -.083$ ;  $p = .013$ ). Thus, if expectations are raised, distributive justice declines. Basing on the result of this analysis it can be concluded that **hypothesis 1d** that states that expectation can be made into an antecedent with a negative and significant influence on distributive justice evaluation **is therefore accepted**.

The first hypothesis, which deals with the antecedent of procedural and distributive justice, is not entirely in line with empirical data of this research. Of the four specific hypotheses, three are accepted and one is rejected. Besides testing the influence of independent variables on the dependent variable, it was found out that there is also a direct effect of interactional justice on distributive justice. The effect is large enough as well as significant ( $\gamma = .301$ ;  $p = .001$ ).

The analysis that follows that was done to test the model similar to the previous one (Figure 3), except that distributive justice is assumed to influence procedural justice. The testing of this model is an effort to prove the hypothesis on the interrelationship between distributive justice and procedural justice. Results of the model test (figure 4) show that statistically, this model is also accepted. The pattern of the effect on one variable on the other is not very different from the previous model even though there are slight differences in the magnitudes register between the two models. Testing the magnitude of effect of distributive justice on procedural justice as compared to the reverse effect, this model produces a smaller effect ( $\beta = .395$ ) than the reverse effect in the previous model ( $\beta = .444$ ). Thus, **the second hypothesis**, which states that the influence of procedural justice on distributive justice evaluation is larger than the influence of the latter on the former, **is accepted**.

In the framework of elaborating more on the heuristic justice evaluation model, research was conducted using scenarios and vignettes, which are classified as scenario study. As explained in the section on research method, in order to test the third hypothesis, the analysis of two-way analysis of variance was used to begin with, using procedure and distribution as independent variables, and procedural justice and distributive justice as the two dependent variables. The procedure was also categorized into two that is using a just procedure (not admonished and no sanctions imposed) and using an unjust procedure (reproached and sanctions imposed if not obedient). There are three types of distribution from contracting land to take note of which are larger than, equivalent to, and smaller than when the field is not hired out (field worked up on by farmer).



From the results of the analysis it appears that procedure has a very large and significant influence on procedural justice ( $F_{\text{procedure}}=571.76$ ;  $p=.001$ ) as well as on distributive justice ( $F_{\text{procedure}}=22.05$ ;  $p=.001$ ). If the procedure is a just one, on average the evaluation of justice is higher than (7.86) the case if the procedure is an unjust one (2.48). For distributive justice, the average is higher if procedure is just (5.77) than when is not (4.55).

On the other hand, the amount of rent from hiring out fields (distribution) significantly influences distributive justice ( $F_{\text{distribution}}=29.07$ ;  $p=.001$ ). However, the influence of the amount of rent form hiring out fields (distribution) on procedural justice falls short of significant ( $F_{\text{distribution}}=2.49$ ;  $p=.085$ ). The average of procedural justice when rent from hiring fields is larger than, same as, and smaller than income earned when farmers operate their fields is 5.35, 5.32, and 4.84, respectively.

Since the F test on the difference between the means is not significant, there is no need to carry out further test inform of pair wise test among the categories. Results of the test of distributive justice when fields are rented out is higher than, similar to, and smaller than in conditions when fields are operated by farmers is 6.22, 5.43, and 3.82 respectively. As the difference among the categories is significant, further tests in form of pair wise tests among the categories are done. Results of the tests on the difference among categories for distributive justice basing on rent can be seen in Table 2. From the statistic test it is apparent that the difference of the distribution of rent among the categories is significant for all categories. The evaluation of distributive justice when rent is higher than income from being operated by farmers (mean = 6.22) is significantly different with situation when rent is equal to the income earned by farmers operating their own farms (mean=5.43), as well as when distributive justice when rent from hiring out fields is smaller than income earned when farmers operate their own farms (mean=3.82). The most significant difference is depicted between the category with distributive justice is equal to income earned (mean=5.43) when farmers operate their own farmers and that when rent from hiring fields is smaller than income earned by farmers operating their fields (mean=3.82).

The results from the pair wise tests (Table 2) among categories confirms the earlier results that indicated that distribution that is different causes differences in distributive justice, the more favorable the distribution, the higher it is judged as just.

Table 2  
Means Differences between Distribution Categories

Pairs of categories	Difference	p
Bigger-equal	1.61	0.001
Bigger-smaller	2.39	0.001
Equal-smaller	0.79	0.015

Basing on analysis results it is shown that difference in procedure influences procedural justice and difference in distribution influences distributive justice. With a just procedure, it is judged as more just than in situation of an unjust procedure. If the distribution is just the evaluation made is that it is just is higher than when distribution is an unjust one. Basing on this analysis results it can thus be inferred that **hypothesis number three** which states that an objective procedure will have influence on procedural justice and that the distribution will have an influence on distributive justice; the procedure that is just will be judged higher than an unjust one, and just distribution will be judged higher than an unjust one **is accepted**.

To test the hypotheses number four and five, further analysis is carried out as recommended by Van den Bos (1996). The test that is recommended is in principle to conduct further analysis of the independent variable. Such an advice can be done here because procedure significantly has an influence both on procedural and distributive justice. The analysis that is conducted further aids in identifying the influence of procedure and difference in rent if each sequence is analyzed separately.

The following analysis separates the influence of procedure and distribution of rent at each sequence of providing information and evaluation. If the heuristic theory of justice is entirely proved, the result of the analysis should be as follows. Firstly, when information about procedure and procedural justice is done before distribution, then procedure will have an influence on procedural justice as well as on distributive justice, the distribution of rent will have an influence on distributive justice, and there will be an interaction between procedure and distribution towards distributive justice. Secondly, when information on distribution is obtained earlier so that distributive justice is done before hand, the distribution of rent will have an influence on distributive and procedural justice, procedure will influence procedural justice, and the interaction between distribution and procedure will

significantly explain procedural justice. Following is the first analysis, which is made on the group, which obtains information about procedure before hand, and will therefore make judgment on procedural justice before hand. On average, procedural and distributive justice is depicted in Table 3. Analysis results show that procedure significantly influences procedural justice ( $F_{\text{procedure}} = 219.79$ ;  $p = .001$ ). On the other hand, the difference between distribution and its interaction with procedure is not found to influence procedural justice ( $F_{\text{distribution}} = 0.94$ ;  $p = .391$  and  $F_{\text{interaction}} = 1.27$ ;  $p = .282$ ). On the contrary, distributive justice is influenced by the distribution of rent ( $F_{\text{distribution}} = 13.80$ ;  $p = .001$ ) and procedure ( $F_{\text{procedure}} = 33.33$ ;  $p = .001$ ), and the interaction between procedure and distribution is significant ( $F_{\text{interaction}} = 3.05$ ;  $p = .050$ ).

Table 3  
Means of Justice Judgment When Procedure Informed Earlier

Variables	Distribu-tive	n	Procedure		
			Fair	unfair	Total
Procedural justice	>	30	7.70	2.53	5.12
	=	30	7.17	3.13	5.15
	<	30	7.20	2.13	4.67
	Total	90	7.35	2.60	4.98
Distributive justice	>	30	7.80	4.60	6.20
	=	30	5.57	4.63	5.10
	<	30	5.00	2.43	3.72
	Total	90	6.12	3.89	5.01

Basing on analysis results it can thus be concluded that **hypothesis number 4**, which states that if procedure is known before hand, procedure will have an influence on distributive justice, **is accepted**. If the first analysis of this scenario analysis is revisited, it is apparent that procedure will not only have influence, but even without knowing the information before hand, procedure has significant influence on distributive justice. This result confirms the results obtained earlier that proves the third hypothesis. It is apparent that procedure has an influence on procedural justice and the difference in rent from hiring out fields (distribution) has an influence on distributive justice.

The analysis that follows is tailored toward testing hypothesis number five. Results of the analysis are described hereunder, and as for the means they are presented in Table 4.

Table 4  
Means of Justice Judgment When Distribution Informed Earlier

Variables	Distributive	n	Procedure		
			Fair	Unfair	Total
Procedural justice	>	30	6.07	6.40	6.23
	=	29	6.14	5.40	5.76
	<	30	4.07	3.79	3.93
	Total	89	5.42	5.21	5.31
Procedural justice	>	30	8.43	2.77	5.60
	=	30	8.52	2.57	5.49
	<	29	8.20	1.72	5.02
	Total	89	8.38	2.36	5.37

The results of the analysis of variance indicate that distributive justice is influenced by distribution ( $F_{\text{distribution}}=17.83$ ;  $p=.001$ ), is not influenced by procedure ( $F_{\text{procedure}}=.46$ ;  $p=.498$ ), as well as the interaction between procedure and distribution ( $F_{\text{interaction}}=.87$ ;  $p=.420$ ). Similarly, procedural justice is only influenced by procedure ( $F_{\text{procedure}}=378.20$ ;  $p=.001$ ), is not influenced by distribution ( $F_{\text{distribution}}=1.72$ ;  $p=.182$ ), and the interaction between distribution and procedure is found to be insignificant ( $F_{\text{interaction}}=.58$ ;  $p=.558$ ).

All the scenarios used in this research do not include any indication of self-interest such as control, protest intentions, or satisfaction as was done in other researches (Van den Boss, 1996,1999; Van den Bos et al., 1997b). This was done in order to test hypothesis number five. Basing on the scenario research results it can be concluded that **hypothesis number five** which states that if there is an indication of predominance of self interest then distribution and distributive justice which is done before knowing its procedure will not influence procedural justice evaluation **is accepted**.

Basing on the results from the last two analyses above it can be concluded that procedural justice is influenced by procedure; distributive justice is influenced by distribution. Procedure influences distributive justice, as well, either in the case



whereby information on procedure is known before hand, or even in case whereby initial information is ignored. On the other hand, both in the case whereby information about distribution is known before hand and in the case whereby such information is ignored, the influence of distribution on procedural justice is not significant. The elucidation can be induced that, of the two principles of heuristic theory pertaining to the conveyance of information before hand, one is proved and the other is not. The principles state that information and procedure possessed before hand influences subsequent evaluation. If the information and evaluation before hand is on procedure, it will influence distributive evaluation. On the contrary, if such information is about distribution, it does not influence procedural justice.

Hypothesis number six states that the relationship between procedural and distributive justice will be higher at either low or moderate level of satisfaction than in the case of high satisfaction. To test this hypothesis data on satisfaction was categorized into three to obtain respondents with low, moderate, and high levels of satisfaction. Since data on satisfaction is normally distributed and has low standard deviation, measures of central tendency is used to construct the three satisfaction level categories. The category of satisfaction level is that with the satisfaction score just about the average, which calculated by deducting and adding one standard deviation to the average satisfaction score. From such calculation results obtained are an average score of 41.6 and standard deviation of 6.0. It follows from the foregoing that the moderate score lies between 36 (41.6 minus 6 for rounding off) and 48 (41.6 plus 6 for rounding off). The low satisfaction category is the group with satisfaction score below 36, while high satisfaction level category is that group with satisfaction above 48.

Results from the analysis using the correlation technique for each satisfaction category show that the relationship between procedural and distributive justice evaluation is higher when the level of satisfaction is low (.582) and moderate (.604) than when satisfaction is high (.267) as seen in Table 5. The difference in correlation can also be analyzed statistically. The difference among the correlations is apparent from appearance, nonetheless analysis is deemed essential for finding out the level of significance.

Results of the analysis show that the difference in the correlation coefficient between procedural and distributive justice when satisfaction is low (.582) and when it is high (.267) is not significant. This result is based on the computation

results, which produces the Z value of 1.84. This value is lower than that recommended for the 5 per cent significant level, which is must either be the equal or higher than 1.96. On the other hand, the difference in correlation coefficient between procedural and distributive justice when the satisfaction level is moderate (.604) and when it is high (.267) is very significant. Testing the correlation coefficient difference between the two variables produces Z value of 2.754. With Z value having such magnitude is an indication of a significant correlation between procedural and distributive justice evaluation between the group with moderate satisfaction and that the one with high satisfaction.

Table 5  
Correlations between Procedural and Distributive Justice by Satisfaction Level

Satisfaction	n	r	p
Low	55	0.582	0.001
Middle	347	0.604	0.001
High	69	0.267	0.001

Basing on the results of the analysis as indicated above it can be concluded that **hypothesis number six**, which states that when satisfaction is high, the influence of procedural justice evaluation on distributive justice evaluation is smaller than when satisfaction is low, **is not entirely accepted**. There is a significant difference in the influence of procedural justice on distributive justice for the high and moderate satisfaction groups. In other words, **hypothesis 6a is accepted**. On the other hand, the difference in the influence of procedural justice on distributive justice for low and high satisfaction groups is not significant. It thus follows that **hypothesis 6b is rejected**.

Form the three research approaches employed in this research, results can be discussed and synthesized as follows. Firstly, the problem of justice is not a trivial issue, rather is rampant and felt by members of the society. The problem of social justice arises in both vertical and horizontal relationships. Justice in vertical social relationship is about distribution, procedure, and an interaction between the two; where in horizontal social relationship justice has got to do with interaction and exchange. Henceforth, this research focuses on social justice in vertical relationships. In all forms of justice there is likelihood of the emergence of injustice, arising from extremely complicated causes. This research finds out two outstanding causes, which are: attempts to dominate and marginalize others, and

obtaining a lot of self benefits or advantages. The two motivations often fuse into one and are therefore inseparable.

Secondly, injustice felt by either research informer or respondent does cause dissatisfaction, but has not brought about an open conflict. The feeling of injustice crop ups alongside with low welfare, low expectation, as well as the little control. Of the three factors, high expectation often induces the feeling of injustice. In the field of research the expectations are low because injustice has been meted out to the people for so long time that the likelihood of succeeding in a struggle to improve justice is slender.

Despite such attitude of resignation, there is still section of the population that continues to struggle for justice. This is evident from the change in orientation of farmer groups' leaders who have become more critical and courageous to vent out their opinions as well as carrying out negotiations with PTPN.

Thirdly, both in vertical and horizontal social relationships women are less targets of justice than men. Women are often victims of injustice. There are moreover strong structural and cultural indications, that such mistreatment than women are exposed to forces them to accept it as normal (Desmairis and Curtis, 1997; Devasia and Devasia, 1990; Jackson et al., 1992; Witt and Nye, 1992). Such a distressing problem translates into the model of evaluating justice, which differs between women and men. One such difference is that for women expectation is very important factor whereas for men it is welfare. Such results can be interpreted that while men are more realistic as regards to what they probe into, women still foster expectations, which are difficult to realize.

Fourthly, in the vertical social relationship the role of social interaction is still important, and is even shown to be the most significant factor explaining both procedural and distributive justice. The predominance of the interactional justice role may be one of the factors that have prevented the eruption of an open conflict (Ball et al., 1994; Donovan et al. 1998; Skarlicki and Folger, 1997). This means that the group value model is the one emerging in this context (Tyler, 1989;1994). In addition, it can be inferred that though the pattern of the social relationship is vertical with respondents in a subordinate position, they are still trying to preserve the values and identity of the community vis-à-vis PTPN. The formation of such orientation cannot be separated from the historical experience of the people on the role of PTPN in the past. The social and economic in the six villages, which constituted the research area, which is relatively better than that of other villages in

the same sub district was caused by the plantation of tobacco in the area (Padmo, 1994, 1998). On the other hand, despite its constraints, PTPN tries to form a good relationship with people in the surrounding areas.

Fifthly, self-interest is apparent in the course of conducting observation in the field, but this does not appear predominant in the justice model developed in this research. This result plays an important part in explaining justice evaluation cognitively conducted through the scenario study. Scenarios employed in this research were designed to bring out the interactional justice and heuristic framework on evaluation of justice. Results from research conducted earlier (Van den Bos, 1996) shows that justice is influenced by self-interest orientation. When self-interest predominates, this orientation becomes part and parcel of justice evaluation. Yet the research eliminates such self-interest while emphasizes relational orientation. Research result indicates that self-interest orientation has an influence on heuristic justice evaluation. This is shown by the difference between the two researches. In a research that emphasizes self-interest, the influence of distribution on procedural justice is significant. On the contrary, this research emphasizes the relational orientation and the result shows that distribution does not influence procedural justice evaluation. Results of this research do not refute the heuristic theory on justice which was developed by Van den Bos (1996, 1999, 2000; Van den Bos et al., 1997, 1999), rather makes further elaboration on it. The heuristic theory of justice is not wrong, rather it is incomplete. This is understandable for the development of the theory still continues<sup>1</sup>. The development of this theory will be very interesting because in accordance with its nature, heuristic thinking in cognitive psychology puts more emphasis on process patterns than rigid principles or laws as is the case in the algorithm model.

Sixthly, in this research self-interest arises in the group with the least satisfaction level. The justice model that is based on self-interest in this research has two indications, which are, level of influence of control on procedural and distributive justice on one hand, and the level of influence of distributive justice on satisfaction, on the other. The influence of control on procedural and distributive justice and the effect of distributive justice on satisfaction becomes smaller and then eventually insignificant as the level of satisfaction increase. This change

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<sup>1</sup> In an email contact with Van de Bos, it transpired that he has been conducting advanced research and making arrangements to publish results of the research findings in connection with his theory of heuristic. A number of unpublished manuscripts were subsequently sent to the researcher.

indicates the existence of a relational justice model. This change also indicates the contradiction between the self-interest model (Thibaut and Walker, 1975) and group values model (Lind and Tyler, 1988).

The use of more than one model in this research is vindicated since it facilitates the more comprehensive picture. Protracted debates often ensue arising from the method applications. As argued by Hamel et al. (1993), each method has its weaknesses and strengths. After all, close overlaps exist among all such methods. This research was designed to use three methods, each of which complements the others, rather than to make contrasts among them. This step was deliberately taken because the researcher espouses the view that contrasting methods though scientifically necessary, obstacles hinder it practically. This research also shows that using the same method can lead to different results. This was encountered in the process of proving hypothesis number six. From the beginning, this hypothesis was designed to prove an indication of self-interest, which was to emerge in the section prior to that (hypothesis number one). Though results of the analysis in the first section didn't show the prevalence of self-interest, further exploration using the same data and method shows its existence. It has to be emphasized here that every method have their strengths and the making use of such strengths should be the focus, rather than overstating its weaknesses, which can be made good by strengths of other methods.

## **7. Conclusion**

Basing on results of the research, several conclusions can be drawn as follows. In general, the psychological justice model, which is in accordance with conditions in the area of research, is the relational dominated justice model. In this model procedural and distributive justice very much depends on interactional justice. Both procedure and distribution will be judged just and satisfying if there is just social interaction. Incorporating procedural and distributive justice as basic components of justice, such conclusion also implies that justice is also influenced by social relations that emerge.

Justice will be ensured in society if social values are venerated and practiced by its members as well as the leaders. Values meant here encompass mutual respect, high level of trust, and applies of neutrality by those in authority. The role of such values is very dominant but it is not the only determinant. Basing on the model developed, welfare and expectations are also an important factors,

albeit with smaller role than social relations. What this means is that without welfare, justice is difficult to optimize, while expectations that are too high in this situation makes the optimization of justice difficult.

Besides the general conclusion, there are other conclusions, which are elaborated as follows.

First, justice in psychological context is subjective, and takes the form of justice judgment. Although subjective, such evaluation is proved to be consistent with the objective conditions. Consistence will increase in society, which cherishes group values. If the situation is judged, as just objectively, it will be evaluated as just, while if the situation is judged objectively as unjust, appraisal made will be that it is unjust. This differs from a situation when self-interest is predominant. Under such a situation evaluation made may be far from the objective one. This means that procedure or distribution, which is objectively just, may be judged as unjust because of self-interest orientations. Evaluation that is based on self-interest orientation uses heuristic principles conservatively in processing the information available. In these researches heuristic principles of thinking is proved to be ineffective in the evaluation of justice where there is group value orientation applied. It is not the available information that is the only basis for justice evaluation, but more important also are social values.

Second, during the research vivid injustice, both in terms of procedure and social interaction, came to light. Injustice was visible in both horizontal and vertical social relationship patterns. Injustice that emanated from horizontal social relationships, was found in, among others, making contributions among the members of the community, which to borrow the local term is known as *nyumbang*. In such a relationship the principle of equality is felt wanting and thus seen as an injustice since the capacity to help out differs from one person to the other. The pattern of reciprocity in such horizontal relationship is also judged as unjust because equality changes with time, whereas the capacity of an individual to help out may not necessarily change in the same way. In the context of a vertical social relationship, involving individual from different social strata, evidence of injustice between the blue collar workers and the owners of the firms (*juragan*), and between owners of the fields/farms and authority which in this case was represented by PTPN.

Third, injustice that prevails afflicts women more than men. This is the case because women are conditioned by both the structure and culture not only to accept

things the way they are, but also to consider such conditions as just. That makes women encounter double injustice for they are in an objective sense unjustly treated; yet socially and culturally, they are conditioned to believe that such injustice is just for them.

Fourth, procedural justice is very much determined by interactional justice. This means that the procedure is judged just if the interaction is just. Especially for men, the antecedent of procedural justice is added with welfare, while for women the antecedent of procedural justice evaluation, besides interactional justice, is expectation.

Fifth, distributive justice has more antecedents than procedural justice. Such antecedents include procedural justice, interactional justice, expectation, and welfare. For men, expectation does not play a significant role, while for women it is welfare that has no significant role.

From the fourth and fifth conclusions above, one other inference can be drawn in relation with the position of men and women in judging justice. In evaluating justice, men tend to be influenced by welfare, whereas women are influenced by their expectations. Compared to women, men are more oriented towards welfare in their evaluation of justice. This fact also explains the conclusion reached earlier that women experience of double injustice, which can also be called double deprivation. With the influence of expectation in carrying out justice evaluation in women, means that they also face inspirational deprivation.

Sixth, the influence of procedural justice on distributive justice is higher than the influence of the latter on the former. For communities with group value orientation, procedural justice plays a big role in distributive justice, while distributive justice does not influence procedural justice. Such strong influence is also found in groups with low and moderate levels of satisfaction, while for groups with high level of satisfaction, procedural justice has an insignificant influence on distributive justice. When the self-interest orientation is predominant, it is not unlikely that there will be an influence of distributive justice on procedural justice, as was indicated by other researches.

Seventh, control is variable with the least influence on both procedural and distributive justice. The influence of control becomes significant when satisfaction is low. At such a satisfaction level, the influence of control in the justice model is the most important compared with cases of moderate and high satisfaction. The

lower the satisfaction level, the higher the influence of control in the justice model. Using dissatisfaction as one of the indicators of uncertainty, it can thus be inferred that uncertainty causes an increase in awareness of justice. Justice awareness has got to do with efforts by an individual to participate in the existing procedure so that by doing so one obtains a fair and just share from distribution.

Eighth, procedural and distributive justices encapsulate satisfaction. Generally, the effect of distributive justice on satisfaction is higher compared to the influence of procedural justice, but for men the reverse is true. For men, a just procedure produces higher satisfaction than just distribution. For women, on the other hand, it is only distributive justice evaluation that significantly influences satisfaction.

## **8. Recommendation**

Basing on models of justice that were studied, it was found out that the most dominant was the interactional justice model. The essence of justice, which originates from group values, is the standing and equality in social relationships. Consequently, equal social relation is demanded now and in the future. Demands are not only tailored toward making such positions more proportional and well balanced, but also the distance among such positions should be narrowed. It is thus apparent that the view that workers and farmers constitute as marginal groups, for example, cannot help in overcoming prevailing social problems. Respecting them in the form policies that concerns their lives must be more beneficial today. Policies on distribution such as wage, rent for hiring land, and price of farmer's unpolished rice (*gabah*) still far short of adequate. This problem will be solved as long as in relating with the efforts to place them closer as well as treating them equally.

In the vertical social relationship, such as that involving farmers and PTPN X and that between owners of conversion production units and workers, the role of procedural justice increases besides the two forms of justice already mentioned. Workers and farmers have not been treated with respect for befitting them. They should be allowed to express their desires and wants, which constitute their rights. For quite along time they were not offered any opportunity to do that. The result is that they find it difficult to express their needs. However, this does not mean that they should not be given that opportunity. In fact under the framework of respecting them, which will ensue if obtain just distribution, efforts have to be made to enable



them getting their rights. Efforts in that direction have already begun; sustaining as well as intensifying such efforts must be the issue of concern.

In the horizontal social relationship, interactional and distributive justice appears to be dominant. In order to reach a high social life that is fair for all, there must be some good integration of the two forms of justice above. Equal distribution can be applied on people who are homogenous socially as well as economically. There are certain groups such as the elderly, the disabled, and the poor, who must be given distribution in accordance with their needs. This principle has been employed in the provision of assistance and has proved to be beneficial. In the process of social exchange, this consideration apparently escapes the attention of many. Under the principle of equality, exchange will exclude such groups because it is hard for them to participate in the distribution process since they lack the instruments of exchange. In a relational context, such efforts can be based on the principle of respect. It will be more complete if such a principle is based in turn on the principle of neutrality so that in the process of identifying groups that require assistance as well as in calculating the quantity needed there is no bias and partiality. Besides that, trust must underlie the process too, so that the parties involved are trustworthy. Local leaders, formal and otherwise, are expected to take initiatives in implementing ideas that are recommended above.