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Organizations, in the current times, try to maintain a high level of perceived justice and fairness in their working environment, so that the employees can remain satisfied and work whole-heartedly for the achievement of organizational goals. Another thing that is ensured by the management of all the good organizations is procedural justice. Procedural Justice refers to processes and the procedures adopted to ensure justice and fairness in an organization. The idea of procedural justice is usually employed in the resolution of disputes and allocation of resources, within a company (He, Zhu, & Zheng, 2014).

The laws and regulations prevailing in a country also provide various opportunities for an employee to raise his or her voice if they feel that they are being mistreated or unfairly at their workplace. These opportunities or ways adopted to claim against this unfair treatment, against oneself, is known as work due process. Another practice that is adopted by the organizations and the employees equally to ensure a smooth running of the business is the ethical decision making about the behavior. Every employee, from the top management to the lowermost staff tries to maintain such behavior which works in the best ethical interest of the organization and maintains goodwill in the society regarding the company (Cascio, 2016). Procedural justice and work due process are similar in the sense that both are designed to provide justice to the employee and are beneficial for the employees. The only difference between these two practices is that procedural justice is provided by the organization itself while the employee has to take help from the outside sources, like courts and labor unions, to get justice.

Apple Inc. is a very prominent name in terms of facilitating its employees to the highest levels. It also ensures that its employees are served with the maximum amount of fairness so that employee retention can be optimized. Apple Inc. provides maximum procedural justice to its employees by designing and implementing such policies that ensure ethical practices at the workplace. The practices also ensure that an optimum level of ethical decision making is achieved so that both the organization and the society can benefit from them. For example, if an employee is facing an issue of discriminatory comments from a fellow employee, he or she can head straight to the human resource department and report it, without any fear.

**References**

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