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Article

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Editorial: Navigating the intersection of organizational justice, trust, emotional intelligence, work location decisions, and work outcomes

As we welcome the year 2023, it is with great excitement that we begin a new volume of the *Organization Management Journal*. In Volume 20, Issue 1, we explore the latest research on topics that are crucial to understanding the new world of work. Navigating the intersection of organizational justice, trust, emotional intelligence, work location decisions and work outcomes is a complex task for organizations. The latest research suggests that these factors are interrelated and can have a significant impact on organizational behavior and performance. For example, creating a culture of trust and psychological safety in organizations can reduce group conflict and increase employee engagement. Additionally, considering individual differences when making work location decisions can lead to better work outcomes and job satisfaction. Furthermore, fostering emotional intelligence in leaders can lead to more positive perceptions of organizational justice and increase job satisfaction and organizational commitment. By understanding the intersection of these factors, organizations can create a fair, equitable and positive work environment that leads to improved performance and employee well-being.

The first article in this issue examines the effects of organizational trust and empowering leadership on group conflict. The study finds that psychological safety, or the belief that one can speak up and express themselves without fear of negative consequences, mediates the relationship between trust and conflict. This highlights the importance of creating a culture of trust and psychological safety in organizations to reduce group conflict (Joo, Yoon, & Galbraith, 2023).

The second article in this issue explores individual differences in reactions to work location decisions. The study found that employees who value autonomy and control over their work environment have a more positive reaction to remote work arrangements than those who value social interaction and face-to-face communication. This highlights the importance of considering individual differences when making work location decisions and creating a flexible work environment (Kim, Misra, & Phillips, 2023).

Finally, the third article in this issue examines the relationship between emotional intelligence, organizational justice and work outcomes. The study found that emotional intelligence is positively related to perceptions of organizational justice and that this relationship is associated with higher job satisfaction and organizational commitment. This



highlights the importance of emotional intelligence in organizational justice and its impact on work outcomes (Mustafa, Vinsent, & Badri, 2023).

As we continue to navigate the challenges and opportunities of the new year, we hope that the research presented in this issue will provide valuable insights and inspiration for organizational leaders and practitioners. We look forward to continuing to bring you the latest research and thinking on management education, organizational behavior and performance. We have interesting issues coming up this year, including two special issues.

The 1st special issue is on “Modern Day Experiential Exercises.” This special issue invites concise submissions (max. six pages including references, approx. 3,000 words) of innovative experiential learning exercises and teaching resources. These should be tested activities that are ready to be implemented in the classroom. This *OMJ* special issue will serve as an outlet and resource for management educators who want to engage students in learning by doing.

The 2nd Special issue, which will be the last issue of the year, is a dedicated issue with the best papers drawn from the 2023 Annual Meeting of the Southwest Academy of Management to be held in Houston, Texas, USA from March 8 to 11, 2023, and the 60th Annual Meeting of the Eastern Academy of Management to be held in Philadelphia, Pennsylvania, USA from May 16 to 19, 2023.

We also want to thank our Authors, Readers, Reviewers, Editors and Editorial Board Members who have all contributed to the successes of *OMJ* over the years, and as we reached a landmark 20th Volume of its existence, we are appreciative.

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