

**EMPLOYEES' REACTION TO ENTERPRISE RESOURCE PLANNING: THE
INFLUENCE OF PROCEDURAL JUSTICE****Document Information:**

Title: **Employees' Reaction to Enterprise Resource Planning: The
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Abstract: Organizations adopt enterprise resource planning (ERP) systems, a software program integrating core business functions, to enhance organizational performance. However, ERP systems often run into implementation problems and thus have not lived up to all the promises suggested by advocates. Implementation problems may be traceable to lack of input from employees and delegation of ERP functionality to vendors and consultants. This study investigates the impact of procedural justice, perceived organizational support, and ERP leadership during the ERP implementation process on employee involvement with, and commitment to, ERP systems.

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