FIGURE 6-5 Three Possible Outcomes of Equity Theory Comparisons

COMPARISON RESULT:	WAYS TO RESTORE BALANCE:
Equity	
$\frac{\text{Your Outcomes}}{\text{Your Inputs}} = \frac{\text{Other's Outcomes}}{\text{Other's Inputs}}$	No actions needed.
Underreward Inequity	
$\frac{\text{Your Outcomes}}{\text{Your Inputs}} < \frac{\text{Other's Outcomes}}{\text{Other's Inputs}}$	Grow your outcomes by talking to your boss or by stealing from the company.
	Shrink your inputs by lowering the intensity or persistence of effort.
Overreward Inequity	
$\frac{\text{Your Outcomes}}{\text{Your Inputs}} > \frac{\text{Other's Outcomes}}{\text{Other's Inputs}}$	Shrink your outcomes (yeah, right!... let's see what we can do about those inputs...)
	Grow your inputs through more high-quality work or through some "cognitive distortion."