**School of Psychology Winter Research Project Description**

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| **Project title:** | **Leader pay and organizational performance: What is the impact of leader pay on follower motivation and organizational performance?** |
| **Project duration:** | * 4 weeks * 36 hours per week |
| **Position(s) available** | 2 |
| **Description:** | Incomes of senior leaders have risen significantly in recent decades. In the middle of last Century, US CEOs earned about 20 times the salary of a typical worker. Since the 70s, CEOs have had pay rises of about 1000 percent while workers have received a rise of only 11 percent. In Australia, CEOs of large public companies currently earn up to 106 times the salary of the average worker. What is overlooked in these developments and the debates around these issues is the impact that leader pay has on followers’ exertion of effort in pursuit of shared (organizational) goals. On one hand, CEOs and their advocates argue that high pay helps to recruit and motivate the best leaders in ways that enhance organizational performance. On the other hand, critics argue not only that exorbitant pay has little impact on leader motivation but also that it serves to undermine the motivations of other organizational members. In the present project, we are conducting research to gain a more comprehensive understanding of (a) how leader pay impacts followers and organizational performance as well as (b) the factors that affect the extent to which leader pay affects followers.  For more background reading on the topic, see article [**here**](https://www.sciencedirect.com/science/article/pii/S1048984317308287). |
| **Suitable for:** | This project is open to applications from students with a background in methods and empirical social science (psychology) research; 3-4 year students; UQ enrolled students only |
| **Primary Supervisor:** | Dr Nik Steffens |
| **Further info:** | If you are interested in getting involved in this project, please submit an application centrally via [UQ Advantage](http://www.uq.edu.au/uqadvantage/wr-info-for-applicants). |