**School of Psychology Winter Research Project Description**

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| **Project title:** | **Are there hidden costs to performance-based pay?** |
| **Project duration:** | * 4 weeks * 22 hours per week |
| **Position(s) available** | 1 |
| **Description:** | Considerable resources are invested in employee reward programs; however, although such programs can improve performance, there can be hidden costs to motivation, and the consequences for well-being remain unknown. This research examines the stress involved in striving for performance-based extrinsic rewards. It includes experiments and field studies where the subjective and physiological experience of stress is examined while in pursuit of these types of rewards. We aim to shed light on how employees perceive extrinsic rewards and what they experience when in pursuit of these rewards. |
| **Expected outcomes and deliverables:** | The exact activities will be determined closer to the time. You could be involved in assisting the research team with the development of surveys, experimental materials, data collection, data cleaning and coding, preliminary data analysis, and/or literature search and synthesis. |
| **Suitable for:** | Keen interest in organisational psychology is desirable. Completion of the relevant third year statistics and research methods courses is also desirable, but not essential. |
| **Primary Supervisor:** | Dr Stacey Parker |
| **Further info:** | If interested in this project, please contact the researcher for further information via [s.parker@psy.uq.edu.au](mailto:s.parker@psy.uq.edu.au).  Apply via [UQ Advantage](http://www.uq.edu.au/uqadvantage/wr-info-for-applicants). |