**2019-2020 Psychology UQ Summer Research Project Description**

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| **Project title:** | **How does the pay that leaders receive impact follower motivation and organizational functioning?** |
| **Project duration:** | * *8 weeks* * *30-36 hours per week* |
| **Position/s available** | *up to 2 positions available* |
| **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)*.* |
| **Expected outcomes and deliverables:** | *The scholar is expected to gain skills and hands-on experience in and contribute to (a) developing the study design, (b) collecting, coding, and organizing data, and (c) preparing a short scientific report upon completion of the project (of the project aims and the accomplished tasks and outcomes of the scholarship).*  *Scholars are expected to work as part of a team and thereby develop important skills of working in teams.*  *Depending on the scholar’s skills and drive, the scholar may also get involved in additional tasks such as data analysis and contribute to writing a formal empirical report).* |
| **Suitable for:** | *This project is open to applicants with a background in methods and empirical research in social science (e.g., psychology); 3-4 year students; UQ enrolled students only.*  *I am looking for applicants who have drive, are eager to learn, and have an interest in this broader topic.* |
| **Primary Supervisor:** | *Nik Steffens* |
| **Further info:** | *The project description is designed to provide potential applicants with sufficient information about the project aims and the scholar’s role and expectations for potential applicants to be able to form accurate expectations. With this in mind, scholars do not have to contact me prior to submitting an application. Nevertheless, if scholars have additional questions, they are welcome to send me an email and we can arrange a meeting to discuss the project further.* |
| **Collaborating with external organisation?** | *N/a* |