

"Prosocial Impact at Work: Does Making a Difference Make a Difference?"

Abstract:

I will provide an overview of my research program on work design and motivation. Across field experiments with fundraisers, lifeguards, and medical professionals, my studies examine whether enabling employees to understand how their work benefits others motivates increases in task effort, persistence, performance, productivity, helping behavior, and safety compliance. I will also discuss the mediating mechanisms and boundary conditions for these effects.