

Decision Processes Colloquia

Monday,

Where: 370 JMHH

When: 12:00 – 1:20 pm

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Achievement (not effort) Makes People Feel Entitled to Rewards.

ABSTRACT:

It is common to say that people feel entitled to rewards based on their hard work and achievement. However, hard work and achievement draw on different principles to justify entitlement, and they can conflict over when people should feel entitled to reward. These observations raise the question of what role each plays in generating feelings of entitlement. To measure the roles of hard work and achievement, we hired online workers to attempt tasks that vary in the effort and achievement that they induce. We then let those workers choose their own bonuses. We found that achievement strongly predicts how much people pay themselves. Hard work, by contrast, played little to no detectable role. Overall, rhetoric about the importance of hard work poorly predicts what makes people feel entitled.

