3.10.2020

Research Spotlight Forum

Social Sciences & Decision Making

Reducing Bad Behavior in Organizations

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Did not present slides during event

SAND2020-3610 PE

ABOUT YOURSELF

- Assistant Professor, Department of Organizational Studies, Anderson School of Management (since 2018)
  - PhD in Management from the University of Arizona
- Research areas:
  - Deviant and unethical behavior in organizations
  - Team composition and performance (e.g., creativity)
  - Stress management
- Research methodologies:
  - Experiments (field and lab); field survey studies

Keywords:

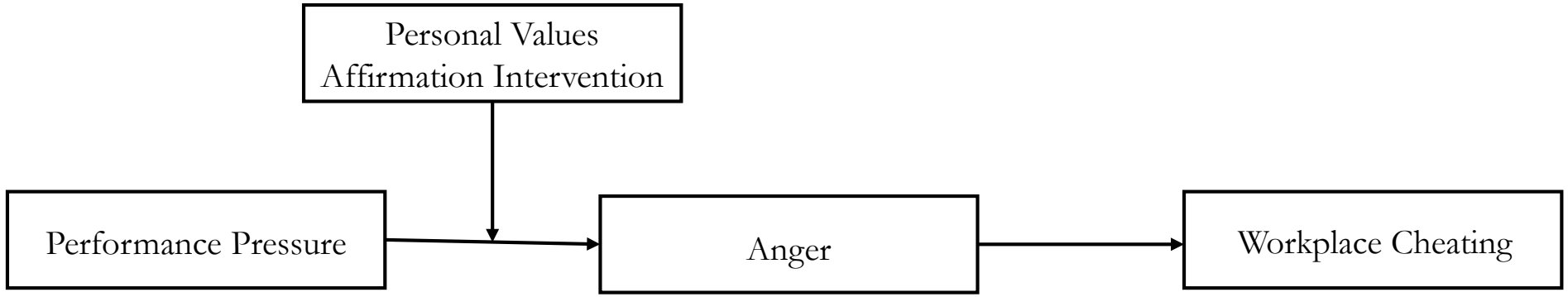
Ethics, team performance, stress, deviance

CURRENT WORK IN SOCIAL SCIENCES & DECISION MAKING

- 29% of employees have witnessed ethical misconduct within past two years
- 75% of people are affected by workplace bullying (either target or witnessed)
- A typical organization loses 5% of its revenue to fraud each year (ACFE)

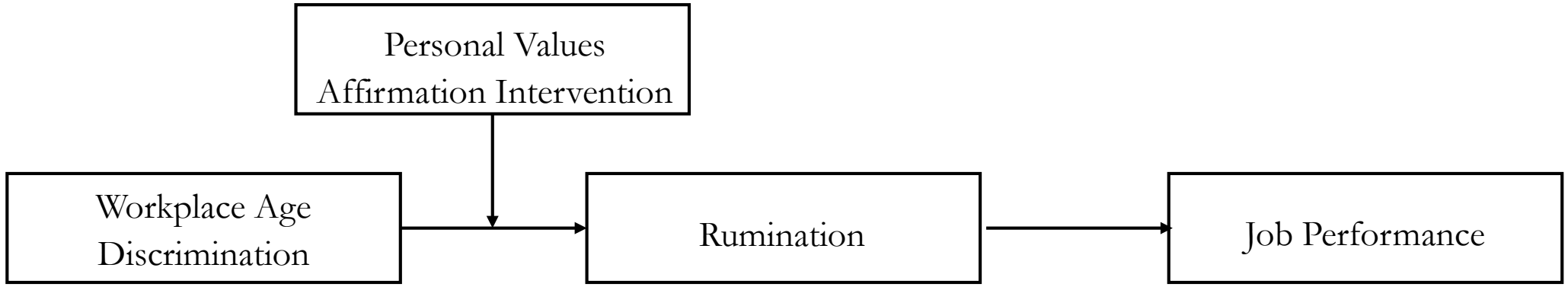
How can managers (1) reduce bad behavior in organizations and (2) reduce the toll it takes on targets and those who witness it?

- Reducing workplace cheating induced by performance pressure
  - Sample: 37 full-time employees (field experiment); 190 undergraduates (lab experiment)



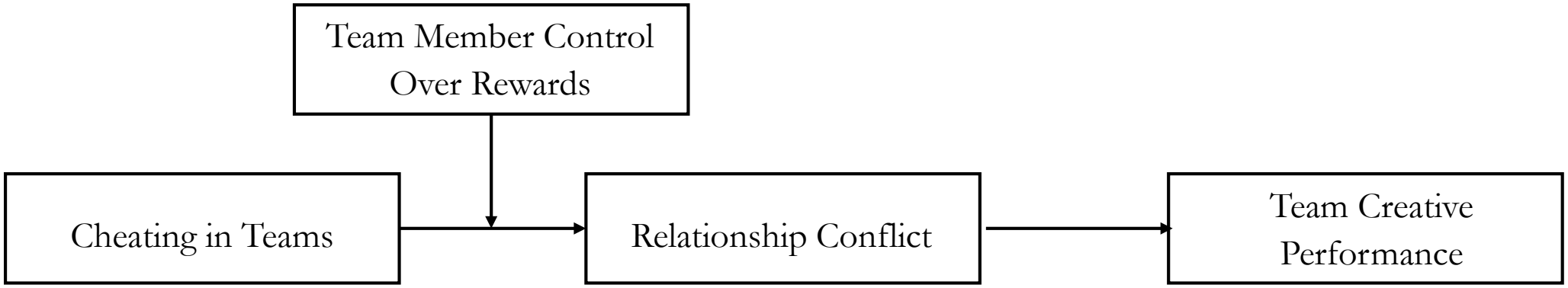
CURRENT WORK IN SOCIAL SCIENCES & DECISION MAKING

- Reducing the effects of (a) age discrimination
  - Sample: currently collecting data with full-time employees (field experiment)



CURRENT WORK IN SOCIAL SCIENCES & DECISION MAKING

- Reducing the effects of (b) cheating in work teams
  - Sample: 95 teams of full-time employees (two-wave field survey study)



FUNDING SOURCES

- Funding has been received through several small internal grants, including:
  - UNM Research Allocation Committee Grant Program
  - Ernest & Mary Rich Grant (Anderson School of Management)

- Other notable tools that facilitate research:
  - Anderson Behavioral Lab
    - Staff: ~4 graduate students trained in human subjects research
    - Equipment: private rooms, laptops, physiological tracking wristbands, eye tracker, communication coding software, etc.

RESEARCH NEEDS

1. **Idea Collaboration**: Novel interventions to reduce effects of deviant or unethical behavior
   - Team-level interventions (e.g., debriefing, leadership, structural factors)
   - Individual-level interventions (e.g., boosting moral courage)
   - Spillover from factors outside of work (e.g., financial stress)
2. **Access**: Employee samples/organizations interested in partnerships
   - Tracking employees/teams over time without significant retention issues
   - Controlled setting for powerful field experiments
   - Local impact

QUESTIONS?

Thank you for your time!

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