

Departmental Research Seminar



Too Much of A "Gift":
High Compensation and Unethical Reciprocity
By

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Date : 28 Nov 2018 (WED)
Time : 10:30 am – 12:00 nn
Venue : M802

Abstract

High, above-market compensation is often viewed as a gift from employer to employee. Drawing on cross-disciplinary insights from economics, sociology, social psychology, and management, we investigated unethical reciprocity induced by high compensation in employee-manager exchange relationships. Results from three experimental studies suggested that after employees had reciprocated their managers' wage offers with commensurate work efforts, managers' previous compensation decisions still had potent effects on employees' subsequent ethical behaviors. We also corroborated our results with some field evidence.

Dr Long Wang is an Associate Professor of Management at the City University of Hong Kong. His research interests include economic psychology, decision making, business ethics, trust, creativity, work relationships and organizational incentives, and social entrepreneurship. His research has appeared or been accepted for publication in *Academy of Management Annals*, *Academy of Management Journal*, *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, and *Management Science*, among other journals.

All interested are welcome.

