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WILL PRESENT A RESEARCH SEMINAR ON

What Do You Mean When You Pay for Performance? Conditional Effects of Pay-for-Performance on Employees’ Collective Job Satisfaction and Organizational Performance

ABSTRACT

A key issue in the pay-for-performance (PFP) literature is the lack of theoretical agreement about its effectiveness on organizational performance. By integrating economic perspectives on PFP and psychological theory of self-determination, this study provides a more complete understanding of the effects of PFP on organizational performance. Specifically, I suggest that PFP will have both direct and indirect (via job attitudes) effects on organizational performance. This study further hypothesizes that the indirect effect will be conditioned by HR practices that support employee autonomy, competence, and relatedness. I test this model with nationally representative organizational-level longitudinal data (Study 1) and multi-level data from R&D centers (Study 2).
**Short Bio of Mr. Sam KANG**
Saehee (Sam) Kang is a doctoral candidate in the School of Management and Labor Relations at Rutgers University. His research interests include strategic human resource management, compensation, innovation, and international management.