

An Empirical Investigation of the Influence of Individual Differences on Target of Loafing

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ABSTRACT

This paper seeks to advance research on social loafing by integrating dispensability, initiated interdependence, target of social loafing, competitive excellence, and collectivism research to develop a multi-level model. We tested the model using hierarchical linear modeling (HLM) with data obtained from a sample of 360 manager – employee dyads working in 73 teams. At the individual level, initiated interdependence was found to be a mediator between dispensability and target of social loafing. Moreover, the relationship between dispensability and initiated interdependence was moderated by other referent goals. Implications for research and practice are discussed.

Keywords : target of social loafing, dispensability, initiated interdependence , competitiveness, other referent goals, collectivism.

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