

# The Effects of Motivational Traits of Supervisor and Subordinate on Target of Social Loafing

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## ABSTRACT

Based on motivation traits theory, this study investigated the effects of motivation traits of supervisor and subordinate on target of social loafing. We tested the model using hierarchical linear modeling (HLM) with data obtained from a sample of 370 manager – employee dyads working in 64 teams. At the individual level, subordinates' competitive excellence was positively related to target of social loafing. At the work-unit level, the relationships among supervisors' competitive excellence and avoidance motivation traits and target of social loafing were positive. Finally, the implications of current study and directions for future research are discussed.

Keywords : target of social loafing, motivation traits competitive excellence, avoidance motivation

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