



long live happy
Color-Coded. Personalized. Legible. **Explore ClearRx** ▶

[News](#)[Articles](#)[Videos](#)[Images](#)[Books](#)[Search](#)[Health & Medicine](#)[Mind & Brain](#)[Plants & Animals](#)[Earth & Climate](#)[Space & Time](#)[Matter & Energy](#)[Computers & Math](#)[Fossils & Ruins](#)

Science News

[Share](#) [Blog](#) [Cite](#)[Print](#) [Email](#) [Bookmark](#)

Your Office? Undeserving Bosses Prefer Incompetent Employees

ScienceDaily (Oct. 31, 2007) — A study carried out by the University of Granada reveals that people who consider they do not deserve their job try to surround themselves with less competent employees, maybe to justify their privileged position.

See also:

Mind & Brain

- [Social Psychology](#)
- [Stress](#)
- [Educational Psychology](#)
- [Psychology](#)
- [Relationships](#)
- [Behavior](#)

Reference

- [Special education](#)
- [Self-esteem](#)
- [Cyber-bullying](#)
- [Attribution theory](#)

This research, managed by Rosa Rodríguez Bailón and Miguel Moya Morales, both professors of Social Psychology and Methodology of Behaviour Sciences Department and also by Vincent Yzerbyt (University of Lovaina, in Belgium), has shown that qualified persons prefer to work with competent and sociable partners in jobs that imply responsibility. However, persons who think they are unable to hold a specific job try to work with less competent and sociable partners.

The researchers point out that 'power could be defined as the influence

that a person has over other people and over themselves'. They also warn that people who have power do not always exercise it properly. This research included 73 volunteer students from the Faculty of Psychology, the Faculty of Sciences of Education and the University School of Social Work, all three at the University of Granada. The great majority of these students (85.7 percent) were women between 18 and 25 years old.

Work Method

Those who were involved in this study had the opportunity to exercise power. They were notified that they would be representatives at a conference of students, and that they could choose a partner to attend the event and work under their direct supervision. The students were divided arbitrarily, half of them were told they deserved the granted power (legitimate) while the others were told they did not (illegitimate). All of them could choose between a very competent and sociable subordinate and a person with noticeably less competence and sociability.

Regardless of who they chose ('legitimate' or 'illegitimate' boss), the students clearly distinguished the privileged position of one candidate from the other.

The illegitimate bosses preferred the less competent and sociable candidates in a higher proportion than did the legitimate bosses. In addition to this they requested more information about the candidate positively described than about the candidate described more negatively.

This investigation by the University of Granada is evidence that "illegitimate bosses" have similar opinions about their subordinates' qualities and aptitudes, in the same manner that the students that took part in this study formed their own during the experience. However, the authors explain that 'their tendency to work among less competent candidates could be based on the fact that they try to prevent the subordinates from becoming competition for them'.

The professors who directed this investigation underline that the results support other studies which show that the people who need to justify their position tend to work among less qualified persons.

Adapted from materials provided by [University of Granada](#).

Ads by Google

[Advertise here](#)

The Relaxation Centre

Therapy via Webcam and downloads Unique Worldwide Service available
therelaxationcentre.blogspot.com

Ehtical Investment

Fast-growing tropical hardwood trees are "a near perfect asset".
tropicalhardwoods.com

Social Psychology

Social Psychology Info. Easy Social Psychology Guide.
TheguidetoPsychology.com

Work Stress

Dealing with Stress at Work? Signs and Symptoms. Learn More.
www.healthline.com

Stress Reduction

for Executives and Leaders Feel Better--> Lead Better
www.thestressolution.com

Related Stories

Employees Bring Bad Moods Home, But They Disappear By Morning

(Dec. 9, 2004) — A good night's sleep may be the remedy for a bad day at work, suggests a new University of Florida study on the unexplored relationship between job satisfaction and the shifting moods of ... > [read more](#)



Facial Characteristics Indicative Of Personality Traits, Say Experts

(Feb. 14, 2006) — A new study to examine facial preference, has found that people are attracted to facial characteristics indicative of personality traits similar to their ... > [read more](#)

Workplace Bullying 50 Percent Higher In US Than Scandinavia

(May 29, 2007) — New research reveals that US employees are bullied up to 50 percent more often than workers in Scandinavia. However, just 9 percent of employees are aware that negative acts they experience ... > [read more](#)

Workplace Woe: Are Abusive Bosses Or Inferior Employees To Blame?

(Oct. 26, 2007) — Considerable attention, both in blogs and in popular media, has been given to abusive bosses over the past few years. Less discussed are employees' responses to such behavior. How do employees react ... > [read more](#)

Workplace Stress And Fear Of Lay-Offs Can Lead To Increased Rates Of Worker Illness And Injury

(Apr. 23, 2001) — Modern workplace realities, including the threat of layoffs and working long stressful hours, may be taking more than just a mental toll on your body -- they could be putting your health and safety ... > [read more](#)

Need to cite this story in your essay, paper, or report? Use one of the following formats:

- ☒ APA University of Granada (2007, October 31). Your Office? Undeserving Bosses Prefer Incompetent Employees. *ScienceDaily*. Retrieved October 31, 2007, from <http://www.sciencedaily.com/releases/2007/10/071030150253.htm>
- ☐ MLA

Search ScienceDaily

Number of stories in archives: 44,032

Find with keyword(s):

Search

Enter a keyword or phrase to search ScienceDaily's archives for related news topics, the latest news stories, reference articles, science videos, images, and books.

Ads by Google

[Advertise here](#)

Register now for the

XXIX Congress of Psychology 2008
20 - 25 July 2008, Berlin, Germany
www.icp2008.org

Geotechnical Software

Easily Model And Analyze Stability
Problems w/ SLOPE/W. Order
Online!
www.geo-slope.com

Emotional Response

Most Valid Research Tool
Worldwide Predicts Behavior
www.adsam.com

[Email Newsletters](#)

[RSS Newsfeeds](#)

Feedback

... we want to hear from you!

Tell us what you think of the new ScienceDaily -- we welcome both positive and negative comments. Have any problems using the site? Questions?

Your Name:

Your Email:

Comments:

Click button to submit feedback:

Send It

[About This Site](#) | [Editorial Staff](#) | [Awards & Reviews](#) | [Contribute News](#) | [Advertise With Us](#) | [Privacy Policy](#) | [Terms of Use](#)
Copyright © 1995-2007 ScienceDaily LLC — All rights reserved — Contact: editor@sciencedaily.com