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Company Managers Who Are Incompetent Prefer Incompetent Employees, Says New Study[By Codie Leonsch Hartwig](#)

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According to a scientific study conducted by the [University of Granada](#) (UGR) in Spain and the University of Lovaina in [Belgium](#) that was reported earlier in October but released for public information today (October 31, 2007), company managers who feel inadequately skilled for the high position they hold will choose employees who are themselves inadequately competent.

Though the study was conducted with college students who were placed in particular leadership positions, the researchers conclude that their results provide evidence that managers in companies behave in the same ways as the student subjects in the study. The researchers further conclude that the results of their study corroborate earlier studies that show that individuals who feel the need to justify their positions of authority or responsibility tend to collect less qualified and less competent individuals to work with.

One speculation is that this tendency to work with others who are equally inadequately skilled is an effort to prevent competition from subordinates for the superior position. Another speculation as to why this tendency of inadequate managers to attach to equally incompetent workers is that the manager may be trying to justify their position of authority and responsibility.

The study employed 73 college students from the University of Granada's Faculties of Psychology and Sciences of Education and the University School of Social Work. As it happens, 85.7 percent of these participants were college women between 18 and 25 years old. The study was conducted by Rosa Rodriguez Bailon and Miguel Moya Morales who are both professors of Social Psychology and Methodology in the Behaviour Sciences Department of Granada University, along with Vincent Yzerbyt from the University of Lovaina in Belgium.

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