



Einladung zum Gastvortrag aus der Vortragsreihe:
„Arbeits-, Organisations- und
Wirtschaftspsychologie“

von

Univ.-Prof. Dr. Rupert Sausgruber
WU Wien

„Entitlements and Loyalty in Groups: An Experimental Study“

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We study loyalty in groups that are exogenously assigned based on members' performances in a task. We observe that in-group bias is strong and significant among subjects who score high in performance, and that it is weak and insignificant among those who score low. This asymmetric pattern is mirrored in the punishment of disloyal subjects within groups. The results are consistent with an explanation according to which fairness judgments depend on entitlement considerations and provide a new perspective on theory and empirical research that argues that group identity increases with the status of the group.

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Univ. Prof. Dr. Erich Kirchler