
Bacanal De Adolescentes Multiorgstica Download

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changing an individual's legal status,
would-be employers often misclassify
their workers in the new system,
according to a study published in the
Journal of Applied Psychology. "We
found that legal reclassification was
associated with behavioral
changes—workers felt that they were
treated as employees and were more
likely to negotiate with managers about
their pay and benefits and request pay
reviews and bonuses," said lead author
Justin Shave, postdoctoral researcher in
the University of Manitoba's Department
of Psychology. Both better worker morale

and higher pay were associated with legal reclassification. But workers with serious illnesses sometimes succumbed to a psychological phenomenon called "moral licensing," where employers see an employee as more stable, responsible, and loyal if they can have a "clean run" in paying their bills or receiving benefits, Shave noted. "Once legal reclassification was implemented, employees' treatment by their managers and coworkers was likely more consistent with expectations of stable workers," Shave said. Shave and his colleagues looked at this phenomenon in a number of ways. In the field experiment, workers had their legal status as independent contractors, a union, or a part-time employee formally classified.

The researchers then compared what happened after one job interview and one performance review in their study. "After legal reclassification, employers were more likely to have the lowest rated workers interviewed first, and higher rated workers interviewed later," Shave said. "Formal reclassification also led workers to win more pay increases." Additionally, the researchers used a behavioral economics approach called the Ultimatum Game to assess workers' motivation to ask for raises or benefits based on their risk of losing their job if they didn't negotiate. "We found that workers were more likely to request pay increases or bonus payments after legal reclassification," said Shave. "It's likely

that formal legal status is a way to satisfy the psychological needs of workers for personal growth and status within the organization," he explained. "It is also important to consider how legal reclassification affects the broader workforce and independent contractors in particular. We know that half of

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