

,V RUJDQLJLQJ VHOI HVWHHP HIIHFWLYH  
FKDUDFWHULVWLFV RI ZRUN DQG WDVN SHU

+XL\XQ 3HQJ DQG =KLWDR &KHQ

6FKRRO RI %XVLQHVLW\ R D F X H C F L Y H D V D W H & K Q Q D R J \

\$EVWU)DRVP WKH SUHYLRXV OLWHUDWXPIDQ\ LWK RLVWIRKXPLQJ JWK DQ\ WKKH WHHV  
WKH WZR YDULDEOHV WKDW DIIHFDV W D S S RSHU IDROU DROFKH UHP SIGRIGEDFN  
HPSOR\HHV VRFLDO IURPSRWWKHUMHOREHDO\HJO WHE R W HEHP DQG WDVN SH  
ZHUH VWXGLHG %\ VWXG\LQJ WKH KUDHUF W IHRQ V KLSF VE HDVZH M\O WNR S HUR  
PHGLDWLQJ UROH V HGR V H D Q L J D W H R W E D D G U R D H I R R G H U E D V R F L D O F K D U D  
IXUWKHU GLVFXVVHG ,Q WKH IXXHQLFH R M K H F S I D R O X H X Z S I S R O W W D I Q H G R M K H  
IHHGEDFN RQ WDVN SHUIRUPDQFH QDQXW R H H V W H D F K D L Q L V S R R I Q W R F V W D G W X  
RWKHUV IHHGEDFN HQULFK WKH FDUVSHF W [ D P Q Q D W I H R Q Q L G H L D W F K K V L Q  
UHVXOWV DQG H P S O F H L Q I W K K H V L W W G B I E L U G K V W K O N Q L G H Z S W X Q W V S U R V S H F W V

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RQ WDVN SHUIRUPDQFH )HGHEDFN IU  
WKH XQFHUWDLQRU RI W K D Q N I Q J R U

:LWK WKH LQFUHDVLRQJO\ ILHUFWK H P D H E N H L V P S E R P S Q J W W K L R Q W D V N S H  
HQWHUSULVHV VHLJH WKH VRFLDO I I F K W U D I F W H H L G E D F N R D Q R U N G W R H  
LPSURYH WKH FRPSHWLWLYHQHVVP S O R W K H P E V W D Q I H P S O R G H A S U R R G X F  
LQFOXGHV VRFLDO VXSSRUW I H Z H G D D E N D W U R Q E B W K G I U W H O I H V W H H  
LQWHUGHSHQGQHFH LQ ZRUN D Q D D K W M L R Q D O D Q Q W S H L U F F H S M L R Q R I H  
ZRUN DQG PDQDJHV DQG PRWLY D E L H O L M P S E A R W K H I R U R P D W I K D W L R Q D V  
DERYH SHUVSHFWLYHV WKHUHE\ R L P S O R L Y D Q L R Q K O S H H O R U L P R Q P H I Q W  
RI HQWHUSULVHV DQG HQKDQFLQ (P S O R \ A B U N Z L W K F R P S K V R L W D Q H P W I R Q  
RI RUJDQLJDWLRQV 6RFLDO VXSSRUW W F I Q A E B I Y N H H Q W D L Q D E L O L W L H  
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WKH LQIOXHQFH IURP WKH RXW W L D C H Z R O I G , Q I D V L W Q R I Q L V K B O N H P  
UHFHLYH DQG VXFK LQIOXHQFH K D Y E D O C H Y L D D L Q H P S O R H H V R I S R Z I  
S V \ F K R O R J L F D O V W U H V V U H V S R Q R H J D Q I D H W I R W K O L G I S D Y F I K B O R L P S F D O W  
VWDWH DQG WKXV LPSURYH WKH L O X H R F L O U H G W S W D E G O H W \ K D Y H V  
4LDQJ > @ \$ W K H V D P H W L R H J D H E D I F R I Q D R P I R O W I K H V W H H P L V S  
FDQ KHOS HPSOR\HHV EHWWHU X M G E U S H L D Q G P W K H F V R O K O R U W D R P H L O X V H  
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\$VKIRUG ODR > @ 7KH W K M N I S H O I R W K D D Q F K R I L U D E L O L W L H V  
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=KDQJ :DQJ <DQJ > @ LPSURYH W K B H W I R P D Q F H  
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DEVHQQWHHLVP H I R S D R G H I H P S O R Q R Y H Z X L F R X W D U V K D Y H V W X G L H G W K H L  
, W F D Q E H V H H Q W K D W D Q B F R L W K O U \$ X R S S O R W W H H F G E D F N L R Q S  
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YDULDEOH WR DIIHFW WKH UHODV DQGMRSO FEHWWZH ZQOOR FLDO VXSISBVU  
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DQDO\VLV RI WKHVH IDFWRUV IANBESDFNSLRQHRBPDWKLRQV VVXIG EDLO  
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6WXG\ DQG YHULI\ WKH LPSDFW EIHORFLYDQGVXSISRWIHDQGEDFN F  
IHHGEDFN RI RWKHUV RQ WDVN SHUIRUPDQFH DEQGSXKRGHGLVQMDQPSOR\H  
WKH LPSDFW RI PDQDJHUV DQDQWHLQKDOG IRUPXOTKMLRQIRUPDWLRQ  
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IHHGEDFN DPRQJ HPSOR\HHV LQ WKH RUJDQLJDWLRQDO

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WKHP 7KHVH SRVDFHWZDQWHVSO EHRVVVSHFFSFRGHV FDQ EHWWHU XC  
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/RQGRQ %URZQ SRLQWDFGLDWMRLQEDVHG VHOI HVWHHP  
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FRUOHODWLRQ EHWZHHQ VRFLDO VXSSRUW DQG RUJDQLJDWLRQ  
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SRVLWLYHO\ FRUOHODWHG ZLWK RUJDQLJDWLRQ EDVHG VHOI HVWHHP  
IRU HPSOR\HHV WR FRPSHWLWLYH %DJO  
7KH PHGLDWLQJ UROH RI RUJDQLJDWLRQ VHOI HVWHHP L  
VHOI HVWHHP FRPSUHKKHQLYH HYDOXDWLRQ DQG Y  
GHJUHH RI UHFRJQLWLRQ RI KLPVHOI  
,I WKH RUJDQLJDWLRQ SURYLGHV KLRKGRVBBDDDWXS SRDOWHOKFKVDWHHP  
GLUHFV KHOS EHWZHHQ OHDGHWKHDQGUHFDOSIEOXHVQBUKWKHYDOX  
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KDYH D JRRG VWDWH VR WKDW FRJQLZLORQ KDQIS DWRWGHZRDPH WLP  
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HYDOXDWLRQ DQG UHFRJQLWLRQLQIDWKQKHKRRURDQDIDQWDRQRQDO V  
VXSSRUW WKHUIHQIOXHQFJHFDHFKSHQURRPPBQFH LQFOXGH VHOI FRQVLV  
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WKH PHPEHV RI WKH RUJDQLJDWLRQHUFDLH/HQDQHV/VBSPUDQZLOO W  
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VWXGLHV WKH UHODWLRQV KLS EHRVZDQJ DQWROSSHUQ RQKDHSHYRFXDWRU  
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WR LQIRUPDWLRQ SURYLGHG EWKXQ LPPSORMHGHJ VWRIZIQU RUJDQLJDWLRQ  
FROOHDJXHV RU VXSHUYLVURUV WBDQGHZDQDQYH DRVMPSSDFW/BQKDRH  
HPSOR\HHV RUJDQLJDWLRQDO VHOI HVDWHHRPF LQORFNXSISBUWHXPHUGLDWH  
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LV DQ H[SODQDWLRQ RI HPSOR\SHHVFHOUFDQVHHHP@ ,QKHGGHVDROQRQVKL  
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HPSOR\HHV ZLWK KLJK VHOI HVWHHP DULHKPRRIFL DQNVHXS SRUW + E )H  
REWDLQ KLJKHU WKH IHHHIGEDFN ,IRIRHJPDWHRQWKH UHODWLRQV KLS EH  
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5HVHDUFK GHVLJQ

=KDQJ <DOL :DQJ ;LQ <DQJ &KD

2SHUDELOLW\ GHILQLWLRQ DQG

7KH LPSDFW RII SURFMBBOWP MDDVN PDV  
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*Social Science Edition*

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