

Doktorandprojektförslag inför kommande utlysning nummer 2

Organizations face many challenges as the environment changes faster and work is becoming more complex than before. Having a well-functioning workforce that can collaborate in high performing teams is essential. Motivation is key for workers' well-being and organizational success, and research has found that employees feel and perform better when their motivation is autonomous in nature. At the same time, most management systems are focused on rewarding and developing individuals instead of teams, which can reduce motivation and hinder collaboration. Thus, it is crucial to understand when autonomous motivation emerges. The aim of this project is to investigate the emergence and effects of employees' autonomous motivation when moving from individual work and rewards to team-based work and support in real teams and to explore the balance between developing individual and team effort.

Kontaktinformation: Tomas Jungert, tel. +46 46 222 91 17, tomas.jungert@psy.lu.se