



Cihan University

An Introduction About Social Loafing

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About Social Loafing

- Social loafing is the circumstance in which people apply or use less effort when working collectively on a task.
- Loafing in a group or individually may have its reasons. Some people may have learned to be like that and they don't want to get tired and at the same time they want to be paid as the others.

- Ringelmann (1913) a French agriculture engineer has made an overview about group and individual working performance, he did an experiment on a group of workers to pull a rope he found that less effort was made by the individuals as the group number increased, he concluded that **while working alone a person spends 100% of his energy** while a pair spend 85 % and a group of eight spend only 49 % of their energy. Thus we conclude that individuals spend less effort while in groups and they try harder while alone.

Social Loafing and Gender

- There is a difference bet among gender in social loafing. These differences include the difference in nature of the both genders, which have roots in evolution as well as society.
- Its suggested that men genetically feel they need to work for money and bring back food while women feel they need to bring up children and help men. Men relate to the group as a whole, not individuals and aim to serve themselves before the group.

Social Loafing and Gender

- Women in feminine countries have the same nurturing values as men; in the masculine countries they are somewhat more assertive and competitive, but not as much so as the men.
- George (1992) found that gender have a role in loafing as female workers loaf less than male workers do.

Circumstances That Encourage Social Loafing and Those That Deter It

- When a task is made interesting and enjoyable social loafing will decrease otherwise it will be widespread.
- Another cause of social loafing is giving the individuals difficult tasks which increases the chance of social loafing
- When an individual given a task who knows about it and have knowledge about it that person enjoys it and does that work or task in a better way than knowing nothing about it.

The Different Techniques that can be used to Reduce Social Loafing

- Social loafing can be reduced or eliminated when individuals have a dispositional tendency to view the specific task they are performing as meaningful.
- When work is showed as a challenge between workers they do not loaf because they want to be better than their co-workers and beat them, how harder the task is how harder they try.
- Be sure to emphasize valuable individual contributions. It has been found that if an individual perceives that they are making a unique contribution to the group's effort, or if they feel that their lessened effort will be noticed by group members, they are more likely to exert themselves at a high level.

The Different Techniques that can be used to Reduce Social Loafing

- Group size plays an important role in social loafing. The greater the group size makes members hide behind the other members and this encourages them to loaf. But if group size is limited and not so large will reduce loafing.
- Group cohesiveness is important; when cohesiveness in a group increases, participation increases.



Thank You For Your Attention