
SOCIAL LOAFING AND ITS COUNTERACTING STRATEGIES IN PAKISTAN

Sidra Noreen

Department of Business Administration, University of Sargodha, Pakistan

Maham Saleem

Department of Business Administration, University of Sargodha, Pakistan

Sidra Mumtaz

Department of Business Administration, University of Sargodha, Pakistan

ABSTRACT: *The review looks at task assessment techniques; task outcomes and group structure in balancing social loafing. The approach embrace in this paper is to judge the moderate writing that gives well-developed hold to continuation of social loafing event in gatherings and to figure neutralizing from previously mentioned factors. In view of most recent writing novel routes for threatening vibe social loafing is examined. Information was gathered from 200 respondents through self-served polls. The examples comprise of workers of articles of textile industry. Comfort testing strategy was utilized to gather information. Comes about, give definitive report that upgrading assessment show, task outcome and gathering structure were connected with lessened event of social loafing. At gathering level expanded conjunctive task and reward association, heterogeneity and companion assessment increment social loafing while increment in assignment weightiness, content, force, homogeneity, disjunctive and self assessment lessen social loafing and at last increment hierarchical execution. This study generalizes the findings of Khurshid A. et al (2015) in Pakistan.*

KEYWORDS: *assessment techniques, task outcomes, group structure, social loafing, textile industry.*

INTRODUCTION

Presently a days, ventures and associations are blossoming with aggregate work and less relies on help out the work through people, in view of multifaceted and element operations. (Karau, Steven J.; Williams, Kipling D. 1993) and overflowing reviews have focusing on the substance of aggregate work. Notwithstanding gigantic payback it has numerous inadequacies; in an indistinguishable path from in various cases the expansion of individual work in gathering is lower than the expansion of individual work all alone, which is supported to individual endeavors drop in the aggregate work. This inclination of people alludes to social loafing.

In social loafing, each individual need to achieve most noteworthy advantages through aggregate work while applying slight endeavors. Subsequently the majority of people takes aggregate work as not up to scratches for involvement and has a lesser measure of boost towards aggregate objectives of the affiliation. Hoon and Tan (2008) assert that for thought of aggregate work and

concentrate social loafing, its extraction and upshots are urgent. Two centuries prior in 1913 Max Ringelmann down to earth individual they declined singular execution in the gathering investigation of "Rope Pulling" and "Swimming in Passes on"

As per Kravitz and Martin (1986), "Ringelmann impact" dependably sets up a littler sum importance of aggregate work execution as opposed to individual work execution for the indistinguishable number of people. Consequently this dense execution truth was solidified in analyses of "Applauding and Yelling" (Latane, Williams, and Harkins, 1979). This perceptible actuality was named social loafing (Liden, Wayne, Jaworski, and Bennett, 2004). Chidambaram and Tung (2005) drop out that social loafing dwindled solid execution of people and associations and is mischievous certainty for associations and must be properly examined. It has recognized generous consideration from social researchers in last numerous years (Bastiaans and Nauta, 2003). It is estimated that when the gathering size and dissemination used, then work of gathering will influence these territories: less commitment of individuals in amount and quality work, low quality extreme yield and gathering yield will be influenced by individual and relative components. (Laku Chidambaram and Lai Tung 2005)

Assorted creators stressed real reasons for social loafing at work puts, these involve

- i. Incapability of gathering individuals (Latane et al., 1979),
- ii. Poor social coordination (Steiner, 2007),
- iii. Collective examination (Karau and Williams, 1993),
- iv. Shared advantages (Jackson and Harkins, 1985) and
- v. Reliance on evaluator (Latane et al., 1979).

Different drivers incorporate

- group execution methods (Kidwell and Bennett, 1993)
- effort comes about (Harkins and Jackson, 1985) and
- Group structure (Tough and Crace, 1991).

To the superior of our insight these strategies (assessment strategy, Task Outcome and gathering structure) have been tended to in Pakistani setting just once by K. Alam et.al in 2015, this review is consequent/nly of incomparable nature. To put our part in their exertion and to improve human productivity this review is upgraded and re-executed in the assembling area, Material industry of Pakistan to find couple of parts of expanding individual and gathering work execution. The goal of this review is to examine the relationship of assessment techniques, assignment results and gathering or group structure with social loafing, as it is realized that prizes rely on errand results and assessment strategies, where group structure choose singular inclusion toward the shared objectives. Diverse procedures might be included for diminishing loafing and in this manner it can be a variable to individual life standard, national and universal economy in light of yields, fitness and adequacy of both individual and gathering.

LITERATURE REVIEW

Social Loafing:

At the point when people work aggregately, contrasted with when they work independently, the decrease in inspiration and exertion is depicted as social loafing (Latané, 1986). The inclination of applying less exertion in aggregate work when contrasted with individual work alludes to social loafing (Latane et al., 1979). Called Free Rider Impact, on the grounds that in it the loafer receives aggregate rewards and don't include pale of partake in sources of info (Aggarwal and O'Brien, 2008). Davies (2009) contends that social loafing direct individual towards free riding and hence people don't apply full endeavors in aggregate work. The customary clarifications of social loafing are; decreased identifiability and assignment satisfaction, (Worchel et al. 1992)

Task Outcome:

Undertaking or task is a movement in which the objective dialect is utilized by the learners for an open reason keeping in mind the end goal to accomplish a result (Jane Willis, 1996).examples of assignments incorporate "painting a fence, dressing a youngster, rounding out a shape, purchasing a couple of shoes, making an aircraft reservation, acquiring a library book, taking a driving test, writing a letter, measuring a patient, sorting letters, taking a lodging reservation, composing a check, finding a road goal".

Assignments means tasks outcomes are constantly greater in their definitive finishes than procedures. Result alludes to what learners arrive that when they have finished the task.(George, 1992) people can be persuaded by hugeness uniqueness of errand result for association this alludes to as assignment seriousness or immaterial undertaking of certain errand (Harkins and Jackson, 1985) aggregate individuals are spurred by enough their results are assessed exclusively rather than aggregate results (LOCKE, CARTLEDGE, and KOEPPPEL 1968) contend that objectives and prizes depend on control of human conduct and activities.

(GERHAT and RYNES 2003) contend that people are Inspire their individual objectives with hierarchical objectives and individual prizes. (Rand, 1990) said that substance and force are two noteworthy credits that allude to as individual exertion. Content alludes to what is normal from desires that would be hard to clear up and see while force alludes to objective setting that incorporates level of Exertion, Undertaking degree and real objectives. (Locke et al., 1981) additionally proposed that particular, clear and testing objectives prompts to higher execution than simple objectives and direct fixation on people, increment industriousness and activate endeavors that impact on objectives and execution. He likewise doled out objectives, money related prizes that additionally prompt to higher execution. The level of responsibility relies on the budgetary motivation offered, while objective setting hypothesis contends that objective duty impact execution (Locke and Latham, 1990). Klehe and Anderson 2007 contend that social loafing may lessened when assignment importance is high and individuals are more included by and by.

On the premise of above writing it is speculated that:

H1: Social loafing will be low if result meaningfulness is high or high if result meaningfulness is low

Group (gathering) Structure:

As indicated by Payne and Pugh (1976) gather structure is seen as faithful game plan of individuals having division of work and employment specialization, control and harmonization (Huberman and Look, 1994). Working in aggregate structure, using singular endeavors and isolating prizes similarly between gathering individuals create social issue. Aggregate standards, shared standards and partner greatness can overcome this social issue (Pfeffer, 1995). Baloff and Becker portray that gathering structure influence assemble adequacy. While Crace and Strong (1991) bring into being that gathering structure has slightest result on social loafing. Gather adequacy can be accomplished by implication through gathering process by gathering and organizing bunch structures and gatherings having clear objective imparted transparently (Kiesler, 1978). Gladstein (1984) found that open connections, steadiness, direction, dynamic administration and reasonable know-how in associations have positive contact on representative's fulfillment and hierarchical execution. Bunch execution will be steady if shared position or positions are allowed in the gathering. The execution of heterogeneous gatherings is less viable than homogenous gatherings amid early foundation of gathering (Watson, Kumar, and Michaelsen, 1993). Shea and Guzzo (1987) contend Task Outcome and assignment relationship as keys to gathering viability. Result relationship is the degree in which an individual get his/her prizes rely on the execution of others while in non reliance an individual get compensates just for his/her own particular execution (Wageman, 1995).

Wageman and Bread cook (1997) characterize undertaking relationship as how much the errand execution of one individual rely on the endeavors and abilities of other individual while remunerate association is how much the reward of an individual rely on the endeavors of others. Comer (1995) suggested that the gathering structure ought to be inherent such a strategy to bring elite arrangement of abilities, having practically identical levels at their applicable zones of aptitude. Base on the above writing taking after speculation are finished up

H2: Social loafing is high in heterogeneity structure and low in homogeneity structure.

H3: Social loafing is low for low assignment and reward relationship.

Assessment Strategy:

Assessment is a deliberate method for considering and surveying the estimation of what is being done (for instance, a venture, or an event). evaluation is more than evaluating and measuring; it sets organize for a culture of learning, change and change. Assessment is the sorted out investigation of expected and genuine outcomes and it searches for expected and real goals and its method for achievement (RUSS, 2009). It is an exact and careful use of logical strategies to assess targets, its execution and improvement in results. It require examination capability, exertion, and considerable spending plan (Freeman, and Rossi, 2004)

Szymanski and Harkins (1987) contend that it has frail inner and outer appraisal potential .social loafing will be dispensed with when singular execution was assessed than aggregate assessment. (Kidwell and Bennett, 1993) people will be less roused when their recognition and prizes are not fulfilled by information sources. [(WILLIAM, NIDA, BACA and LATANE (1989))] contend that it has positive relationship under high exertion recognizable proof than low exertion ID representatives will dependably exertion for high work.

WORCHEL et al. (1998) contend that creation will be expanded in gathering setting than alone in investigation furthermore when diverse gatherings perform physically less efficiency than other individual profitability, additionally inferred that most elevated profitability is take up with incredible propensity of order People as an evaluator bunch, aggregate, effect of gathering. {Brewer (1995)} contend that an individual worry on assessment of execution influence the general execution

Comer 1995 said that when the people superiorize the association of undertaking and inferiorize the autonomous errand then it causes high social loafing. Since when working in the gatherings individuals contrast their capacities and execution and different individuals and it decreases their own compatibilities (Goethals and Darley, 1987). Worchel et al 1998 said that the reliant reward and autonomous reward leads towards less social loafing since it makes relationship amongst individual and gathering execution.

Viegal 1991 contends that person with high capability and capacities perform well as opposed to the others. social loafing was wiped out when singular execution was assessed as opposed to aggregate assessment (Szymanski and Harkins 1987) . Gerhart and rynes 2013 said that individual's objectives must be adjusted to aggregate objectives, furthermore to the prizes. On the premise of above writing we guessed that

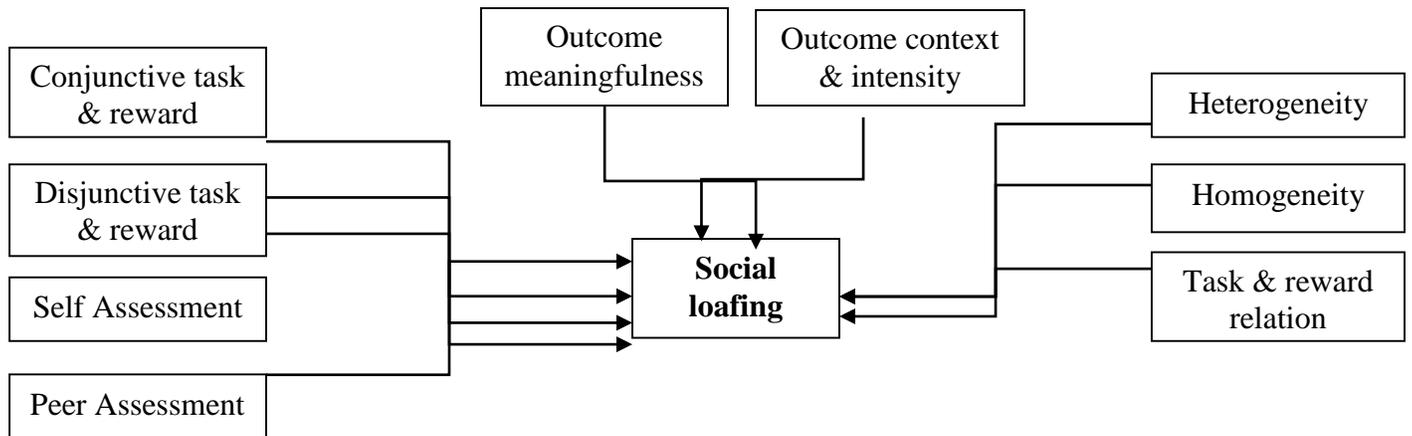
H4: Social loafing will be high if there are conjunctive task and reward.

H5: Social loafing will be low if there are disjunctive task and rewards

Self and companion assessment frameworks may decrease the social loafing. Contended by Suleiman and Watson in (2008) that: lessening of social loafing is aftereffect of self input framework. People who hold in social loafing give the impression to their gathering individuals that they are quite recently sluggish as opposed to awkward (Comer, 1995).at an indistinguishable time from a few creators drop out for individual responsibility and effectiveness peer assessment is a best apparatus (Creeks and Ammons, 2003). When we utilize it in the association it leads towards undesirable outcomes and energizes undesirable circumstance in the associations. Solid and Anderson (1990) said that the associate assessment is less compelling device to enhance aggregate execution. Because of which it is slightest utilized assessment strategy (Falchikov and Goldfinch, 2000). Since its outcomes can change bunch cohesiveness, aggregate accord and gathering execution (DeNisi, Randolph, and Blencoe, 1983). On the opposite side Griffith, Fichman, and Moreland (1989) said that assessment has no effect on assignment execution in entangled undertakings. Harkins and Szymanski (1989) contend that social loafing can be diminished by executing individual and gathering assessment framework. Social loafing will probably happen when no gauges exists for individual assessment with gathering assessment (Comer, 1995).

In light of above writing writers finish up taking after speculation:

H6: Social loafing will be low in Self assessment strategy than associate assessment.

Research Model:**METHODOLOGY**

This portion of paper examines different statistical tools used for data analysis.

Data Collection

Survey questionnaire with reference consultation and face to face semi structured interviews were used for data collection. The questionnaire developed by Khurshid Alam et al 2015 was adopted with reduced factors and CFA. Total 300 questionnaires were administered and 181 responses were received, this shows 60% return rate. 55 questionnaires were disposed off due to incomplete information.

Sample Selection

Respondents from department of sales, marketing and production of textile industry in Pakistan were selected through stratified random sampling. This technique has advantages of statistical efficiency, accurate representation and enough data collection (Schindler and Cooper, 2003).

Univariate Examination

Examination of Fluctuation “Analysis of Variance” (ANOVA) was performed for correlation of mean score of various areas and irrelevant outcomes were found aside from substance and power, i.e. errand results. Advertising and deals divisions vary from assembling office in Task Outcome, Table No 3. It is reasoned that there is no distinction among various segments and consequences of the review can be summed up to all sectors

Multicollinearity

Multicollinearity indicates relationship among various free factors. Multicollinearity was ascertained through difference expansion variables and resilience measurements. Resilience measurement demonstrates changeability that is not clarified by other autonomous factors. The consequence of fluctuation swelling components and resilience measurements Table No 4

demonstrates the nonattendance of Multicollinearity in the information; this was additionally bolstered by resistance values.

Standard Multiple Regressions:

Standard multiple regressions permits the forecast of one ward variable from numerous autonomous factors. It additionally depicts logical force of every individual variable in the figure of ward variable. It is more entangled examination of interrelationship between an arrangement of free and ward factors. It likewise helps looking for more complicated affiliation. In this review we incorporated all develops of free factors including errand seriousness, conjunctive assessment, disjunctive assessment, Substance; remunerate interdependency, peer assessment, homogeneity and heterogeneity.

A huge relapse estimation of 10.2 was started and it is done that over specified factors are represented 10.2% of diminishing of social loafing. Thus it is contend that there are some different figures also diminishment of social loafing marvel. Estimations of beta; demonstrates the individual conjecture of every variable in aggregate figuring. In autonomous factors errand assessment technique accounts significantly more for social loafing. In this way it can be deciphered that associations may diminish social loafing by satisfying to the eye errand assessment techniques. Creators contemplated errand assessment techniques from two edges and it was set up that conjunctive undertaking assessment strategy deliver all the more loafing with grow of this sort assessment while disjunctive assignment and reward has cynical association with social loafing. It was additionally recognized in meetings that people can be incited and their presentation can be sufficiently expanded through disjunctive assignments and goods and they wish singular errand and prizes.

Table 1: Standard multiple regression Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.319 ^a	.102	.035	.39079	.644

ANOVA^a

Model		Sum of Squares	ofDf	Mean Square	F	Sig.
1	Regression	2.313	10	.231	1.515	.141 ^b
	Residual	20.464	134	.153		
	Total	22.778	144			

a. Dependent Variable: SL

b. Predictors: (Constant), disjntv_TR, cnj_TO, Rwrdr_intdpnt, peer_evl, Tak_Mng, Homgnty, Task_intdpnt, cont_intsty, Htrgnty, Slf_evl

INTERPRETATION AND DISCUSSION

The key matter of the review is to determine the relationship and gauge of social loafing destruction from assessment techniques including conjunctive and disjunctive errand and prizes, self and

companion assessment frameworks, assignment results including undertaking importance, content, force, undertaking and rewards reliance, heterogeneity and homogeneity of gathering structure. Information satisfy all suspicion of direct connections and standard different relapse and hold up all invalid theory under thought and it is expert that social loafing is experiential more in conjunctive assignment and prizes portion gadget when contrasted with disjunctive undertaking and rewards.

Conjunctive errand and prizes have huge direct association with social loafing. It can be translated that an assignment having high association driving gathering individuals look huge predicament of social loafing when contrasted with undertaking having low reliance upon gathering individuals. It could be contended that in conjunctive errand and rewards there is diminishing in gathering process capability and convenience This affection towards loafing might be because of scope of immense interpersonal procedures and either inspiration or coordination misfortunes. On the opposite side disjunctive undertaking and rewards decrease loafing and individuals are more dedicated towards singular execution and authoritative objectives, since Thompson (2004) argue that people like individual input on individual execution than aggregate criticism on aggregate execution and any worry on assessment influences general execution.

Comer (1995) portrays the explanation for loafing is singular matchless quality on conjunctive assignment or mediocrity on disjunctive errand and on the grounds that people contrast their capacities and endeavors and others. The discoveries of these theory are predictable with Szymanski and Harkins(1987)while conflicting with Worchel et al(1998),they were of supposition that that stumbling individual apply more endeavors in capable gathering and this marvel alludes to Kohlar impact.

Additionally peer assessment has coordinate while self assessment has converse association with social loafing demonstrating consistency with Suleiman and Watson (2008).A huge reverse relationship was found between assignment seriousness and social loafing. Along these lines it is inferred that if errand is of high esteem, one of a kind and noteworthy then there will be low propensity towards loafing (George, 1992). Substance and force both have critical backwards association with social loafing. Content alludes to clarity, productivity, and exactness anticipated from people while force alludes to procedure of destinations and objective setting. The review demonstrates converse relationship showing that expansion in objectives clarity, proficiency, adequacy and improvement of objective setting procedure will diminish social loafing indicating consistency with (kremer and McGuinness,1998;Ness and patton,1979).

More it was bringing into being that both assignment and prizes relationship control towards social loafing. By the by errand association has huge direct association with social loafing and is in control for making of more loafing than reward reliance seeing consistency with (Wageman, 1995). It was bring into being that gathering heterogeneity has coordinate relationship while assemble homogeneity has inverse association with social loafing heterogenic aggregate structure confront more test and situation because of various blend of individuals while homogeneous gathering structure confront less test because of homogeneous gathering of individuals.

Table 2: CORRELATIONS

		SL	Task_Mng	cont_intsty	Task_intdpnt	Rwrdr_intdpnt	Homgnty	Htrgnty	cnjctv_TR	disjntv_TR	Slf_evl	peer_evl
SL	Pearson Correlation	1										
	Sig. (2-tailed)											
Task_Mng	Pearson Correlation	-.228**	1									
	Sig. (2-tailed)	.006										
cont_intsty	Pearson Correlation	.064	-.252**	1								
	Sig. (2-tailed)	.447	.002									
Task_intdpnt	Pearson Correlation	-.024	-.097	.151	1							
	Sig. (2-tailed)	.776	.245	.070								
Rwrdr_intdpnt	Pearson Correlation	.074	-.157	.120	.265**	1						
	Sig. (2-tailed)	.378	.060	.151	.001							
Homgnty	Pearson Correlation	-.074	-.175*	-.031	.101	.238**	1					
	Sig. (2-tailed)	.378	.035	.710	.228	.004						
Htrgnty	Pearson Correlation	-.002	-.266**	-.022	.093	.263**	.680**	1				
	Sig. (2-tailed)	.980	.001	.789	.265	.001	.000					
cnj_TO	Pearson Correlation	-.107	-.160	.168*	.009	.012	-.109	-.030	1			
	Sig. (2-tailed)	.198	.055	.044	.914	.882	.193	.724				
disjntv_TR	Pearson Correlation	.007	-.029	-.218**	-.199*	-.050	-.111	-.068	-.004	1		
	Sig. (2-tailed)	.933	.728	.009	.016	.554	.185	.413	.960			
Slf_evl	Pearson Correlation	-.029	.040	-.030	-.008	.015	.061	.058	.209*	.008	1	
	Sig. (2-tailed)	.729	.634	.717	.926	.859	.464	.491	.012	.928		
peer_evl	Pearson Correlation	-.025	.095	-.053	.069	-.136	-.035	.021	.102	.069	.790**	1
	Sig. (2-tailed)	.769	.257	.529	.409	.102	.672	.804	.222	.411	.000	

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

CONCLUSION

In view of top of discussion and end it is suggested that associations may leave behind that social loafing by passing on errands in disjunctive approach in conjunction, on the grounds that in conjunctive undertaking and rewards every individual will be connected with others. Subsequently general execution might be misrepresented while in disjunctive errand and rewards and there is no reliance on aggregate work. Along these lines there is low preferring towards social loafing in disjunctive assignment and prizes. It was likewise recognized in meetings that people attempt to produce name and notoriety through development of single and normal merchandise and ventures; they are more prepared to give out associations which have no trade individual for a particular assignment. So associations may make every assignment more stunning and selective with the goal that individuals get to be distinctly included towards it and along these lines social loafing can be minimize. Different techniques for diminishment of social loafing are: associations may concentrate on objective setting process, objective clarity and productivity and accuracy for lessening social loafing.

RECOMMENDATIONS

In the light of over for and adjacent to contentions it is proficient that associations may do disjunctive undertaking and rewards framework since individual like disengage objectives and

prizes and in this way general execution may not be misrepresented by individual assignments as a result of consolidated conveyance of errands and prizes. Advance it is contended that if an association can't convey assignments then in any event association may run singular prizes dissemination, in light of the fact that every individual support singular prizes. Social loafing might be lessened by the endeavor of self assessment framework instead of different frameworks, since it is most fit technique for drop of social loafing.

FUTURE RESEARCH BEARINGS

Future scientists are coordinated to explore a more complete investigation of different builds of assessment strategy, GROUP STRUCTURE and Task Outcome. Different measurements of assessment strategy are subjective and quantitative assessment and group structure pecking order incorporates useful specialization, relationship, while errand result develops incorporate assignment multifaceted nature, process and uniqueness. It is likewise proposed that its effect ought to be resolved moderating by sexual orientation that is there any distinction among guys and females recognitions and some different enterprises and associations of Pakistan.

Table 3: ANOVA

		Sum of Squares	Df	Mean Square	F	Sig.
Task_Mng	Between Groups	15.969	11	1.452	2.988	.001
	Within Groups	64.615	133	.486		
	Total	80.584	144			
cont_intsty	Between Groups	.434	11	.039	1.090	.374
	Within Groups	4.817	133	.036		
	Total	5.251	144			
Task_intdpnt	Between Groups	2.264	11	.206	1.095	.370
	Within Groups	25.010	133	.188		
	Total	27.274	144			
Rwrdr_intdpnt	Between Groups	1.645	11	.150	1.185	.303
	Within Groups	16.787	133	.126		
	Total	18.432	144			
Homgnty	Between Groups	1.054	11	.096	.817	.623
	Within Groups	15.600	133	.117		
	Total	16.654	144			
Htrgnty	Between Groups	1.437	11	.131	.980	.468
	Within Groups	17.734	133	.133		
	Total	19.171	144			
cnj_TO	Between Groups	1.693	11	.154	.777	.663
	Within Groups	26.349	133	.198		
	Total	28.041	144			
Slf_evl	Between Groups	1.200	11	.109	1.952	.038
	Within Groups	7.429	133	.056		
	Total	8.629	144			
peer_evl	Between Groups	1.126	11	.102	1.771	.065
	Within Groups	7.688	133	.058		
	Total	8.814	144			
disjntv_TR	Between Groups	1.765	11	.160	1.370	.194
	Within Groups	15.570	133	.117		
	Total	17.334	144			

Table 4: Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
	(Constant)	3.569	.834		4.281	.000
	Task_Mng	-.146	.048	-.274	-3.033	.003
	cont_intsty	.030	.186	.014	.161	.872
	Task_intdpnt	-.060	.082	-.066	-.738	.462
	Rwrdr_intdpnt	.097	.102	.087	.948	.345
1	Homgnty	-.194	.134	-.166	-1.443	.151
	Htrgnty	.015	.127	.013	.115	.908
	cnj_TO	-.158	.079	-.176	-2.008	.047
	Slf_evl	.006	.234	.004	.027	.978
	peer_evl	.047	.233	.029	.201	.841
	disjntv_TR	-.031	.100	-.027	-.309	.758

a. Dependent Variable: SL

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