

Do leaders seek the best decisions? Effect of power on sales leader evaluation, the moderating role of the predisposition to seek the best decision

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Abstract

In this study, we examine the relationship between maximizing leaders (those who seek to make the best decision) versus satisficing leaders (those who settle for a good enough decision). We evaluated their ability to make decisions regarding the remuneration allocation of their employees (sales team) and themselves in a business decision-making simulation game. The participants were divided into Maximizers and Satisficers through a quasi-experiment, and their decisions were analyzed. We found that while Maximizers sought to make the best decisions, they rewarded their sales team's short-term performance more than Satisficers. In addition, Maximizers awarded the effort made by their sales team to a lesser extent and punished quality failures more extensively than satisficing ones.

Subject Areas: *Decision-Making, Sales Force*

Track: Sales Management and Personal Selling