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What Makes a Role Model?

Examining Respondent Perceptions of a Work Peer as a Role Model



INTRO

- Having a role model in the workplace can contribute to job performance, job knowledge, and job satisfaction.
- Social Learning Theory's attention, retention, reproduction, and motivation can be used to inform what traits impact how much a work peer is viewed as a role model (Bandura, 1977; Bandura, 1978).
- Conscientiousness, agreeableness, and extraversion will relate to role modeling because these traits are related to desirable work outcomes and because individuals can observe, memorize, and reproduce them when they believe the traits will be useful to demonstrate.

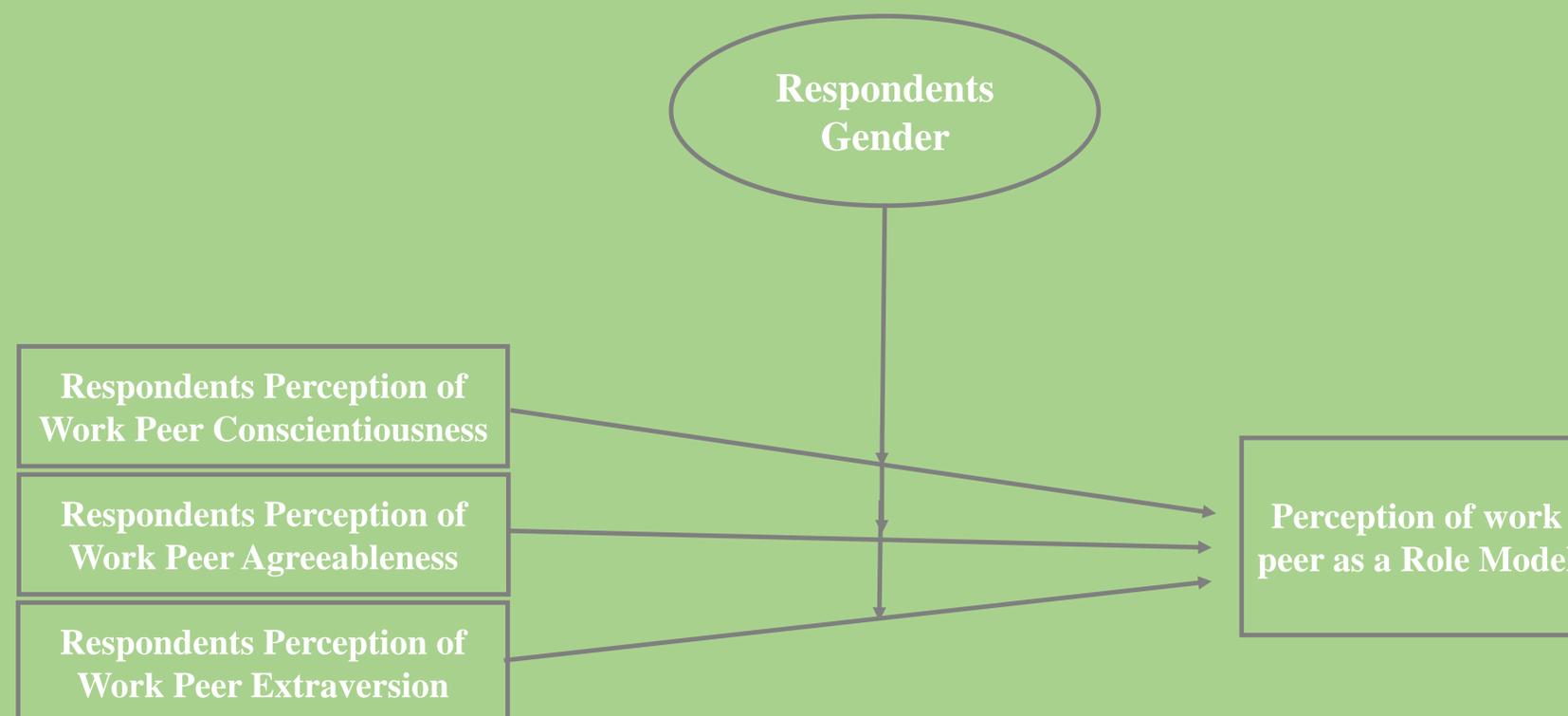
HYPOTHESES

1. There is a positive relationship between perceptions of a work peer as conscientious and reports of that work peer as a role model.
2. There is a positive relationship between perceptions of a work peer as agreeable and reports of the work peer as a role model.
3. There is a positive relationship between perceptions of a work peer as extraverted and reports of the work peer as a role model.

METHODS

- Two surveys, Time 1 and Time 2, taken one week apart of employees working at least 20 hours per week and have at least one coworker who is equal to or above their position.
- 304 participants recruited at Time 1 to account for 15% attrition rate.

Honors Thesis Project Proposal
Work peers with higher
conscientiousness, agreeableness,
and extraversion will be
perceived as more of a role
model in the workplace.



MODERATOR

- Under the framework of Social Role Theory, the gender of the participant will impact the degree to which they view their work peer as a role model.
- Participants who identify as a woman will be more likely to view their work peer as a role model if their work peer is higher in agreeableness because aspects of agreeableness are stereotyped as 'feminine' behaviors.
- Participants who identify as a man will be more likely to view their work peer as a role model if their work peer is higher in conscientiousness and/or extraversion because aspects of conscientiousness and extraversion are stereotyped as 'masculine' behaviors.

PROPOSED ANALYSES

- Use multiple regression to predict reports of a work peer as a role model from individual predictor scores.
 1. Control variables will be inputted.
 2. Each predictor will be separately included.
- To test hypotheses, the statistical significance of each hypothesized predictor will be examined ($p < .05$)



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