

# **Social Loafing and Culture: Does Gender Matter?**

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*Social Loafing, defined as the tendency to reduce effort when working in a group, continues to be of interest both to researchers and practitioners. Causes of social loafing have been examined extensively, with perceptions of justice, dispensability of effort, group demography, and member personality, found to be related to the phenomenon (Murphy 2003, Hong 2008, Kashima 1995, Tan 2008). Indeed, the relationship between social loafing and culture has proven to be especially robust. Further, previous work has shown that men and women differ in how they relate to peers, especially in work groups. Termed “gender culture” by Hofstede (1994), an examination of genetic and sociological differences suggests that behavior in a group setting may be related to gender, with men tending to be more individualistic and women more collectivist (Kashima 1995). Building upon these streams of literature, we use Confucian values as a theoretical framework to hypothesize a number of relationships between gender, culture and social loafing. Finally, we propose that a comparison of American and Chinese work groups be undertaken to test the hypothesized relationships.*

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