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Much of the prior research on regulatory focus and performance has been conducted in the lab. However, when we want to apply the current knowledge to enhance performance of people in actual work contexts, we should take into account that these organizational environments are far more complex than the standard experimental setting. The current dissertation adds to the knowledge on regulatory focus and performance in such organizational environments. Not only by investigating people’s individual regulatory preferences, but also by taking the regulatory characteristics of their tasks into account, as well as the regulatory focus of their leaders.
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