

Draft work for Assessment 1

1st Article:

This journal article discusses what makes people cheat. People seem to cheat in various situations, it can be in games, in workplace and in experimental study. This article came to discuss what could be the reason people cheat.

- People cheat even when they don't hold any financial motives.
- People cheat cuz they believe their good performance reflects their capability to perform so they believe praise is deserved.
- People believe in their own false beliefs

People do not necessarily commit cheating to gain financial rewards, but to gain praise for their false sense of capability in performing.

- But people also exaggerate their belief on how capable or skillful they are based on the results/rewards they received by cheating.
- so, people won't necessarily have accurate beliefs.

- People act dishonestly but still not consider themselves cheaters.
- People didn't want to win more/higher amount of money through cheating and purposefully cheat less when the amount was higher due to the concern that they might get caught for cheating.

People tend to cheat less when the financial rewards are higher due to the concern of getting caught. But, also cheat less when there were lower chances of getting caught as they want to avoid suspicion as they do not want their reputation to get affected while simultaneously wanting rewards.

Even when there were lower chances of getting caught, they cheated less because they were concerned that answering everything right/ cheating too much can lead to suspicion which could affect their reputation.

- People cheat a little bit to gain material gains/rewards and avoid cheating too much as it violates their self-image as reasonably honest.

- People cheat limitedly because they want the benefits of both, getting higher rewards while maintaining feeling good of their reputable character.

- People are skilled in unconsciously convincing themselves that they are moral and rational and believe that their negative behaviours are still acceptable and dismissable as it did not breach their moral boundary.
- but they did not display morally wise behaviours. In the meantime, then they expect others to act moral. This shows Moral hypocrisy.

-People give themselves the opportunity to convince themselves that their selfish behaviour is acceptable enough.

-People put effort to maintain a certain perception about them and they try to compensate others if they perceived moral inadequacy.

People try their best to maintain a

People try to compensate others if they perceived their behaviours breached the moral boundary.

The people who are not concerned with their reputation will be open in admitting their mistakes. However, people with a concern in their reputation tend to protect their reputation by blaming or accusing others while dismissing their mistakes as insignificant.

-People are generally prone to being dishonest in various situations.

-so, be aware when someone strongly argues as if they only exhibit noble behaviours.

This article investigates what makes people cheat as people seem to do it in various situations, such as in games, workplace, etc. It suggests that people not only cheat to gain financial rewards, but to also earn praise for their falsely exaggerated sense of capability in their performance. It also explains that people tend to cheat less to avoid getting caught and avoid suspicion. Because, people aim for more rewards but not at the cost of damaging their reputation. In other words, people's cheating behavior has its limit as they expect higher rewards while protecting their self-image. The author noted that, people unconsciously convince themselves that they are moral and rational and believe that their negative behaviours are acceptable or dismissable when it did not breach their moral boundary, and will compensate others when they did breach the boundary. Also, people who are not concerned with their reputation tend to openly admit their mistakes. However, those concerned with their reputation tend to protect it by accusing others, while dismissing their mistakes as insignificant. Finally, the article advises that people are prone to being dishonest, so be aware when someone strongly argues as if they only exhibit noble behaviours.

2nd Article:

Can friendship exist at work without compromising professional integrity?

What are the pros and cons of workplace friendships?

This article discusses that having workplace friendships has its benefits such as providing a sense of belonging, safety, trust and support which fosters psychological wellbeing and overall work performance. However, workplace friendships cannot guarantee positive experiences only, as it is also susceptible to rumors, harassment, nepotism, and favouritism can negatively alter the work environment, leading to either conformity or isolation.

Also, the article states that, while social capital provides benefits as securing job, promotion and raises can be a source of advantage,

Social capital improves work experience, motivation and performance.

But if poorly managed, it could lead to cronyism which causes unfavoured or unfairly rewarded employees to feel unsatisfied, leading to poor work performance and

This article discusses that having workplace friendships has its benefits such as providing a sense of belonging, safety, trust and support which fosters psychological wellbeing and overall work performance. However, workplace friendships cannot guarantee positive experiences only, as it is also susceptible to spreading rumors, harassment, nepotism, and favouritism which negatively alters the work environment. Also, the article explains that, while social capital improves work experience, motivation and performance, its lack of boundary could lead to cronyism which causes unfavoured or unfairly rewarded employees to feel mistreated, leading to lower motivation to perform well. Moreover, the article states that friendship focuses on social and interpersonal benefits whereas networking is mainly transactional as it focuses on professional achievements and career advancements. The article also notes that when a co-worker is promoted, the friendship dynamic often experiences challenges due to lack of establishment of boundaries which ultimately affects the relationship. In conclusion, the article closes off by suggesting strategies to manage social dynamics in the organisation.

but struggles to establish boundaries between professional and personal relationship,
Also, when a friend is promoted, the friendship dynamic experiences challenges which leads to questioning the sustainability of the relationship.

which leads to reduced bonding or

the friendship dynamic could change into hinder or loss of friendship or

the friendship dynamic changes, possibly leading to weakened or end the friendship

Article 3:

- descriptive stereotype- gives the idea of how people think and behave.
 - prescriptive stereotype- not only describes how people behave, but how they should behave
- both genders consider each other as desirable when:
- women were seen as gentle and passive, emotional, indecisive – warmth and expressiveness
 - men were seen as aggression, non-emotional, decisive – competency and agency
 - female traits were associated with nurturing and maintaining relationships
 - male traits were associated with strength and dominance (across the world)
 - society views males and females as different

-Feels like: people have different views of the what the society expects each genders to be and how to behave due to the societal influence or push gender identity

-women who attempt to show 'male traits' as showing competence and dominance received a negative reaction for not following the expectations of others.

- men believe allowing women to be equal can negatively affect the male society. which shows misogynistic thinking towards the female gender

-Gender equality is quite complicated issue to manage it with simple solutions

Gender equality is quite complicated to come up with simple 'one-fit for all' solutions

-the most gender equal countries also seem to be the countries with the highest rates of intimate partner violence.

-in countries with high gender equality,

-women living in countries with high gender equality feel safer to report their partners' violence as they feel they will be trusted and supported.

-this could mean that countries with lower levels of gender equality should be educated with gender equality as the domestic violence they experience will not be unreported at all, which can cause many women to suffer in closed doors.

-males and females from countries with low sense of gender equality perceives manhood as something that needs constant demonstration to prove its existence

in an insecure lens around sustaining

countries with low sense of gender equity has higher insecurity in sustaining the manhood sustaining

-this shows influence from various social structures and media

-females across the globe are seen as more social than males

-one of the important points to consider is people refuse to update their believes which correlates with the current world situations

- prescriptive stereotypes may be complex to solve when it extends from individual to national way of thinking.
- as the title of being manly may be hard to possess,
 - women perceive a real man to be loyal, supportive and responsible whereas men perceive that a real man is expected to be playing sports, drinking, and showing aggression.
- equity in law is insufficient as focusing on the attitudes of both genders is vital to witness positive change
- addressing the gender issue on a global scale is a tedious task as it needs many researchers from multidisciplinary fields
- but still benefits to more equal societies and achieve harmony.

This article discusses the presence of descriptive stereotypes which refers to the idea of how people think and behave and the prescriptive stereotypes which refers to the expectations of how each gender should think and behave and explains how both of these affect the contemporary world. Previous studies indicated societal views on females as being gentle and passive, emotional, and indecisive demonstrating traits of warmth and expressiveness and males as being aggressive, non-emotional, and decisive demonstrating traits of competency and agency.

This article discusses the presence of descriptive stereotypes which refers to the idea of how people think and behave and the prescriptive stereotypes which refers to the expectations of how each gender should think and behave and describes how societies across the world associate gender roles. The article states that previous studies indicated societal views on females as demonstrating traits of warmth and expressiveness, associating with nurturing and cooperation while males were seen as demonstrating traits of competency and agency, associating with strength and dominance. The article mentions that people seem to have different views on what the society expects on gender roles and behaviours.

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females as they are men who believe that allowing women to be equal can become a threat to manhood.

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To sum up, the article addresses that equity in law is insufficient as focusing on the attitudes of both genders is vital to witness positive change

Gender equality is quite complicated issue to manage it with simple solutions

Why we cheat?

NOFr Date 4. Sept. 2026

- The author studying in an institution. Studied Philosophy class in high school.
- recent controversy between Magnus Carlson and American GM Hans Niemann.
- Carlson suspected that Niemann cheated in a chess match, then Carlson resigned.
- A popular website suspended 500 accounts per day for using chess engines.
- They predicted to terminate one million account by mid-2023.
- Majority who cheated in those online chess games were the ones competing specific individual.
- Why do people cheat even when they don't have financial motives?
- Do people cheat bcs they believe their positive performance reflects their ability/capacity so praise from others is deserved?
- In an experiment, people overestimated their future performance as they believed their exaggerated performance was a reflection of their true skill. Betraying their own dishonesty.
- Cheating is also common in small contexts bcs the financial amount as price is very low. People act dishonestly but not consider themselves cheaters.
- A professor created a procedure for measuring how dishonest people are when it comes to reporting performance linked with monetary rewards.

- You might think cheating can make you earn higher/increase rewards. No, you're wrong.
- When reward were higher, cheating was lowered. Maybe some were worried about getting caught, when the financial rewards are higher.
- But people were still cheating, even when the experimenter was metaphorically 'blind'...
- people were worried of getting caught when they reported solving many answers correctly. So, as they were falsely told that the total correct problems were eight, people tried to avoid suspicion by reporting 6 correct answers on average.
- people cheat a little bit to gain material rewards, but not so much that it violates their self-image as reasonably honest. Going too far makes them feel bad.

From these cases, it shows that people's dishonesty is limited enough that people enjoyed the best of both worlds. - Good feelings about themselves and material gain.

They convinced themselves that they acted morally even when they didn't follow the outcome from the coin flip. This is moral hypocrisy. -> Giving themselves a chance to convince themselves that their selfish behaviour isn't that bad.

Through coin flip, they convinced themselves they acted morally to persuade themselves. People can convince themselves that they are moral even when ignoring a fair outcome. People are good with deceiving their selves without them realizing.

- They share their financial rewards to others/partner and don't keep all the money for themselves as they are wanting to appear honest or moral to themselves.
- When giving people more money still makes them fair, they will do so.
- People's evaluations of what is fair is often flexible and opportunistic.

They may be trying to compensate for some perceived moral inadequacy.

NO

Date

The people who weren't concerned with reputation blamed themselves as morally failing. Whereas the ones who were concerned with reputation blamed the co-workers more than themselves also, the ones blamed the co-workers claimed themselves to be morally principled and more forgiving of their own moral ~~was~~ short-comings.

People are generally prone to being dishonest in various situations. Be very doubtful when someone strongly argues that they are not.

* 2nd Article: Workplace friendships.

- Workplace friendships can be beneficial for cultivating supporting work environments.
- Can develop a sense of belonging, encouraging sentiments of trust and support.
- Friendships help reduce workplace accidents, by looking out for their friend's safety.
- Workplace friendship creates job satisfaction, through trust among peers, support, lowered stress, which increases personal resources: positive emotions, increased happiness & psychological safety. It also leads to creativity and innovation, and overall work performance. Workplace friendships reduces the risk of leaving organisation and help foster its development.
- Negative workplace friendships can lead to rumour, sexual harassment, nepotism, or favouritism. Also, can reduce organisational loyalty, commitment, productivity.
- Can also lead to pressure to conform, or risk being assigned outsider status.
- males employees who had more social interactions with their male managers were promoted at higher rates, irrespective of actual performance or effort.
- Social capital can benefit to secure employment, promotion, raises and other rewards. Can also quantify a job resource - collaboration, helping behaviour and shared understanding among people can translate to greater motivation and work engagement. Social capital can facilitate better inter-unit exchange, which can lead to higher performance. But this cannot be true for everyone.
- Cronyism - having preference for friends can be a pervasive problem.
- Prioritising personal relationships for non-performance related factors can affect organisation as a whole.
- Cronyism is an unjustified prioritisation that can negatively impact job commitment, satisfaction, and performance.
- In a healthcare study, nurses and doctors who were rewarded unfairly for their effort led to poorer performance; can be long term impacts as employees may not be convinced that the culture had not changed.

NO

Date

If friendships causes harm, what about networking?

Friendships are formed for social gain, central focus in an interpersonal benefits.

Networks are centrally focused on developing and maintaining relationships which can help achieve a professional goal.

- People also develop friendship while networking primary aim.
- But networking is directed by career advancement efforts, & it is transactional & objective.

- The promotion of a co-worker changes the relationship dynamics.
- Those who get promoted may lose the workplace friendship.
- The promotion can alter the nature of their relationship.
- The people who get promoted may lose the friendship due to difficulties with establishing their authority and resolve conflict.
- The promotion could also cause jealousy and envy in the un-promoted ones which also changes how they communicate with each other.
- The un-promoted ones will also feel less powerful, which leads to lesser confidence and decreased team performance.

- There are some strategies - which are separating work/and personal relationships by strictly remaining as co-workers at work and friends outside work. Either selecting one role over the other, or, integrating roles by flexibly adapting each role at a time according to the circumstances.
- These strategies are hard to implement as organisations rarely address on how to manage such social dynamics. But this depends on how well the boundaries are maintained.

- There are 4 ways to maintain friendships at work without blurring boundaries.
 - 1) Avoidance of Interaction, which is avoiding contact and communication with a friend while at work.
 - 2) Indirect conversational refocus: refocusing personal conversations towards work-related conversation.
 - 3) Direct conversational refocus: direct refocusing a conversation toward work-related issues - by saying one wants to keep it professional and work centered.
 - 4) Openness, having direct and clear conversation about how it could threaten the friendship, and it undermines professionalism.

NO

Date Conformity and Group Influence

- If we did what others told us to do, we're demonstrating obedience ^{between}
- Active social influence includes attempts by people to change other people's thought or
- Social influence can be less direct which may not involve requests or demands, mere presence will be enough to influence others.
- Another form of indirect social influence happens when your friends hear and listen will influence your choice of clothes and taste in music.
- Majority can influence the minority as well as minority influences majority.
- Social norm is the standard shared by members of a social group
- Conformity is the result of the direct or indirect social pressure to change one's belief or behaviour to follow with the group.
- Group pressure is the common word which emerges when defining conformity.
- Pressure comes from individuals who they consider to be important such as family & friends
- Conformity doesn't necessarily mean following a specific social norm, it involves real or imagined pressure from any group even from people who different from their culture.
- The participants followed along the group's judgement as they didn't preferred to be seen as the outcast and they wanted to act accordingly to not upset others by disagreeing.
- Some denied being aware of giving wrong answers
- Some were doubting the validity of their own judgement
- The more people there is to influence an idea, the more the minority will be influenced

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