

Cynthia D. Fisher

JOURNAL PUBLICATIONS

Fisher, C.D. and Southey, G. International human resource management in the introductory HRM course. International Journal of Human Resource Management, 2005, 16, 599-614.

Fisher, C.D. and Noble, C.S. A within-person examination of correlates of performance and emotions while working. Human Performance, 2004, 17, 145-168.

Fisher, C.D. Why do lay people believe that satisfaction and performance are correlated? Possible sources of a commonsense theory. Journal of Organizational Behavior, 2003, 24, 753-777.

Fisher, C.D. Real-time affect at work: A neglected phenomenon in organisational behaviour. Australian Journal of Management, 2002, 27 Special Issue, 1-10.

Fisher, C.D. Antecedents and consequences of real-time affective reactions at work. Motivation and Emotion, 2002, 26, 3-30.

Fisher, C.D. Mood and emotion while working: Missing pieces of job satisfaction? Journal of Organizational Behavior, 2000, 21, 185-202.

Fisher, C.D. & Ashkanasy, N. The emerging role of emotions in work life: An introduction. Journal of Organizational Behavior, 2000, 21, 123-129.

Shaw, J.B., Fisher, C.D., & Southey, G.N. Evaluating organizational behavior teaching innovations: More rigorous designs, more relevant criteria, and an example. Journal of Management Education, 1999, 23, 509-536.

Shaw, J.B. & Fisher, C.D. Practical Organizational Behavior Education (PROBE): Modifications and innovations. Journal of Management Education, 1999, 23 (10), 13-30.

Fisher, C.D. Effects of external and internal interruptions on boredom at work: Two studies. Journal of Organizational Behavior, 1998, 19, 503-522.

Fisher, C.D., & Yuan, A. What motivates employees? A comparison of U.S. and Chinese responses. International Journal of Human Resource Management, 1998, 9, 516-528.

Fisher, C.D. & Boyle, G.J. Personality and employee selection: Credibility regained. Asia Pacific Journal of Human Resources, 1997, 35, 2, 26-40.

Dickenson, C., Fisher, C.D., Shaw, J.B., & Southey, G. Teaching HRM and Managerial Skills with the 'Living Case'. Asia-Pacific Journal of Human Resources, 1995, 33, 3, 39-52.

Shaw, J.B., Kirkbride, P.S., Fisher, C.D. & Tang, S.F.Y. Human resource practices in Hong Kong and Singapore: The impact of political forces and imitation processes, Asia-Pacific Journal of Human Resources, 1995, 33, 1, 22-39.

Fisher, C.D., Shaw, J.B., & Ryder, P. Problems in project groups: An anticipatory case study. Journal of Management Education, 1994, Vol. 18, No. 3, pp. 351-358.

Fisher, C.D. & Shaw, J.B. Relocation attitudes and adjustment: A longitudinal study. Journal of Organizational Behavior, 1994, 15, 209-224.

Shaw, J.B., Tang, S.F.Y., Fisher, C.D., & Kirkbride, P.S. Organisational and environmental factors related to HRM practices in Hong Kong: A cross-cultural expanded replication. International Journal of Human Resource Management, 1993, 4 (4), 785-814.

Shaw, J.B., Fields, M., Thacker, J., & Fisher, C.D. The availability of personal and external coping resources: Impacts on job stress and employee attitudes during organisational restructuring. Work & Stress, 1993, 7, 229-246.

Fisher, C.D. Boredom at work: A neglected concept. Human Relations, 1993, 46, 395-417.

Fisher, C.D. & Shaw, J.B. Establishment level correlates of HR practices. Asia Pacific Journal of Human Resources, 1992, 30, 30-46.

Shaw, J.B., Fisher, C.D., & Randolph, W.A. From maternalism to accountability: The changing cultures of Ma Bell and Mother Russia. Academy of Management Executive, 1991, 5, 7-20.

Fisher, C.D. Current and recurrent challenges in human resource management. Journal of Management, 1989, 15, 157-180.

Fisher, C.D. Understanding and managing employee turnover. Baltimore Business Review, May/June 1989.

Fisher, C.D. & Kemery, E.R. What managers should know about job satisfaction. Baltimore Business Review, March/April 1988.

DeGregorio, M.B. & Fisher, C.D. Providing performance feedback: Reactions to alternate methods. Journal of Management, 1988, 14, 605-616.

Fisher, C.D. Social support and adjustment to a new job: A longitudinal study. Journal of Management, 1985, 11, 43-57.

Fisher, C.D. Source of performance variance as a moderator of the job satisfaction-job performance relationship. International Journal of Psychology, 1985, 20, 169-178.

Bierman, L. & Fisher, C.D. Anti-nepotism rules applied to spouses: Business and legal viewpoints. Labor Law Journal, 1984, 35, 634-642.

Fisher C.D. & Gitelson, R. A meta-analysis of the correlates of role conflict and ambiguity. Journal of Applied Psychology, 1983, 68, 320-333.

Fisher C.D. & Thomas, J. The other face of performance appraisal. Human Resources Management, 1982, 21, 24-26.

Peters, L.H., Fisher, C.D., & O'Connor, E.J. The moderating effect of situational control of performance variance on the relationship between individual differences and performance. Personnel Psychology, 1982, 35, 609-621.

Vickroy, S.C., Shaw, J.B., & Fisher, C.D. Effects of temperature, clothing and task complexity on job performance and satisfaction. Journal of Applied Psychology, 1982, 67, 97-102.

Fisher, C.D. On the dubious wisdom of expecting job satisfaction to correlate with performance. Academy of Management Review, 1980, 5, 607-612.

Ilgen, D.R., Fisher, C.D., & Taylor, M.S. Motivational consequences of individual feedback on behavior in organizations. Journal of Applied Psychology, 1979, 64, 349-371.

Fisher, C. D. Transmission of positive and negative feedback to subordinates: A laboratory investigation. Journal of Applied Psychology, 1979, 64, 533-540.

Fisher, C.D., Ilgen, D.R., & Hoyer, W.D. Source credibility, information favorability, and job offer acceptance. Academy of Management Journal, 1979, 22, 94-103.

Fisher, C.D. The effects of personal control, competence, and extrinsic reward systems on intrinsic motivation. Organizational Behavior and Human Performance, 1978, 21, 273-288.

BOOKS and BOOK CHAPTERS

Fisher, C.D., Schoenfeldt, L.F., & Shaw, J.B. Human Resource Management, Sixth Edition. Boston, MA: Houghton-Mifflin, 2006.

Fisher, C.D. Nepotism policies. In S. Cartwright (Ed.) The Blackwell Encyclopedia of Management: Human Resource Management. Oxford, England: Blackwell Publishers, 2005.

Fisher, C.D. New employee orientation. In S. Cartwright (Ed.) The Blackwell Encyclopedia of Management: Human Resource Management. Oxford, England: Blackwell Publishers, 2005.

Fisher, C.D. Organizational socialization. In S. Cartwright (Ed.) The Blackwell Encyclopedia of Management: Human Resource Management. Oxford, England: Blackwell Publishers, 2005.

Fisher, C.D., Schoenfeldt, L.F., & Shaw, J.B. Human Resource Management, Fifth Edition. Boston, MA: Houghton-Mifflin, 2003.

Basch, J. & Fisher, C.D. Affective job events - emotions matrix: A classification of job related events and emotions experienced in the workplace. N. Ashkanasy, W. Zerbe, and C. Hartel (Eds.) Emotions in the Workplace: Research, Theory, and Practice. Quorum Books, 2000, pp. 36-48.

Fisher, C.D., Schoenfeldt, L.F., & Shaw, J.B. Human Resource Management, Fourth Edition. Boston, MA: Houghton-Mifflin, 1999.

Fisher, C.D. Nepotism policies. In L.H. Peters, S.A. Youngblood, & C.R. Greer (Eds.) The Blackwell Encyclopedic Dictionary of Human Resource Management. Oxford, England: Blackwell Publishers, 1997.

Fisher, C.D. New employee orientation. In L.H. Peters, S.A. Youngblood, & C.R. Greer (Eds.) The Blackwell Encyclopedic Dictionary of Human Resource Management. Oxford, England: Blackwell Publisher, 1997.

Fisher, C.D. Organizational socialization. In L.H. Peters, S.A. Youngblood, & C.R. Greer (Eds.) The Blackwell Encyclopedic Dictionary of Human Resource Management. Oxford, England: Blackwell Publishers, 1997.

Fisher, C.D., Schoenfeldt, L.F., & Shaw, J.B. Human Resource Management, Third Edition. Boston, MA: Houghton-Mifflin, 1996.

Fisher, C.D., Locke, E.A., & Henne, D.L. The new look in job satisfaction theory and research. In C.J. Cranny, P.C. Smith, & E.F Stone (Eds.) Job Satisfaction: Advances in Research and Applications. New York: The Free Press, 1992, 165-194.

Fisher, C.D. Organizational socialization: An integrative review. Reprinted in Career and Human Resource Management, JAI Press, 1990.

Taylor, M.S., Fisher, C.D., & Ilgen, D.R. Individual's reactions to performance feedback in organizations: A control theory perspective. Reprinted in Performance Evaluation, Goal Setting, and Feedback, JAI Press, 1990.

Fisher, C.D., Schoenfeldt, L.F., & Shaw, J.B. Human Resource Management. Boston, MA: Houghton-Mifflin, 1990. Second edition 1993.

Shaw, J.B., Ismail, A.J., & Fisher, C.D. A cognitive categorization approach to managerial performance appraisal: Analysis of the Singapore manager. International Human Resources Management, JAI Press, 1989, 339-357.

Fisher, C.D. Organizational socialization: An integrative review. In Research in Personnel and Human Resources Management, Volume IV, JAI Press, K.M. Rowland and G.R. Ferris (Eds.), 1986, 101-145.

Fisher, C.D. Laboratory research. Chapter in Method and Analysis in Organization Research, T.S. Bateman and G.R. Ferris (Eds.), Reston Publishing Company, 1984, 169-185.

Fisher, C.D. Personnel management and the staffing process. Chapter in Management, by Ricky W. Griffin. Boston: Houghton Mifflin, 1984, 630-665.

Taylor, M.S., Fisher, C.D. & Ilgen, D.R. Individual's reactions to performance feedback in organizations: A control theory perspective. In Research in Personnel and Human Resources Management, Volume II, JAI Press, K.M. Rowland and G.R. Ferris (Eds.), 1984, 81-124.

Fisher, C.D. On the dubious wisdom of expecting job satisfaction to correlate with performance. Reprinted in Motivation and Work Behavior, 3rd edition, L.W. Porter and R.M. Steers, (Eds.), 1983, 345-352.

CONFERENCE PRESENTATIONS

Fisher, C.D. (2005, November). Invited keynote speech. Within-person variation at work. 3rd Brisbane Symposium on Emotions and Worklife.

Fisher, C.D. (2005, June). Invited professional development workshop 3.5 hours. Experience Sampling Research: An Introduction to Rationales, Methods, and Opportunities, 6th Australian Industrial and Organisational Psychology Conference, Gold Coast.

Fisher, C.D. (2005, June). Understanding within-person variation while working. Invited keynote speech 6th Australian Industrial and Organisational Psychology Conference, Gold Coast.

Dasborough, M., Ashkanasy, N.M., & Fisher, C.D. (2005, August). Follower attributions for negative leader behavior and the "romance of leadership" effect. Paper in a symposium entitled Attribution Theory in Management - A Quarter of a Century Later. Annual Meeting of the Academy of Management, Hawaii.

Fisher, C.D. (2005, April). Experience sampling methodology and industrial/organizational psychology. Poster presentation at the Annual Meeting of the Society for Industrial and Organizational Psychology, Los Angeles

Erickson, A.D., & Fisher, C. (2005) Using the Eco Challenge race to teach organizational behaviour. Organisational Behaviour Teaching Conference, Scranton.

Basch, J. & Fisher, C.D. (2004, August). Development and validation of measures of hassles and uplifts at work. Presented at the Annual Meeting of the Academy of Management, New Orleans.

Fisher, C.D. and Noble, C. S. A within-person examination of correlates of performance and emotions while working. 1st Brisbane Symposium on Emotions & Worklife, November 2003.

Fisher, C.D. Within-person research on emotions and behaviour while working. Invited presentation. University of Queensland Industrial/Organizational Psychology Symposium. July 2003.

Fisher, C.D. & Southey, G. International and cross-cultural content in introductory human resource management textbooks. Seventh Conference on International Human Resource Management, Limerick, Ireland, June 2003.

Fisher, C.D. & Noble, C.S. Momentary effort: A neglected variable in organizational research. Presented in a symposium entitled "Modeling organizational behavior over time: Experience sampling and longitudinal research." Chair Andrew G. Miner. Annual Meeting of the Academy of Management, Denver, August 2002.

Fisher, C.D. Within-person variation over time: Implications for organizational research. Presented at the Annual Meeting of the Academy of Management, Denver, August 2002.

Fisher, C.D., Ashkanasy, N.M. & Hartel, C.E.J. A research program inspired by affective events theory. Presented at the Third International Conference on Emotions and Organizational Life, Bond University, July 2002.

Basch, J., & Fisher, C.C. (2002, July). A partial test of affective events theory with a new good and bad citizenship behaviours scale. Presented at the Third International Conference on Emotions in Organizational Life Conference, Gold Coast, Australia.

Basch, A. J. & Fisher C. D. The role of hassles and uplifts in affective events theory: Tests of a model in two samples. Paper presented at the Fourth Australian Industrial and Organisational Psychology Conference. Sydney, June 2001.

Basch, J. & Fisher, C.D. Testing affective events theory with hassles and uplifts. 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, April 2001.

Fisher, C.D. A program of research on emotions at work. Society for Organisational Behaviour – Australia. First Annual Meeting, Sydney, February 2001.

Basch, J. & Fisher, C.D. The role of events in affective events theory. Second Conference on Emotions in Organizational Life, Toronto, August 2000.

Fisher, C.D. & Noble, C.S. Emotion and the “illusory correlation” between job satisfaction and job performance. Second Conference on Emotions in Organizational Life, Toronto, August 2000.

Fisher, C.D. Studying emotions at work: The case for real-time measurement and some advice on doing it. Second Conference on Emotions in Organizational Life, Toronto, August 2000.

Fisher, C.D. and Noble, C.S. Affect and performance: A within person analysis. Best Paper Proceedings of the Annual Meeting of the Academy of Management, Toronto, August 2000. Winner of the award for Best Competitive Paper in the Organizational Behavior Division (out of 260 submissions).

Basch, J., and Fisher, C.D. Images of anger events from the workplace. Presented at the Annual Meeting of the Academy of Management, Chicago, August 1999.

Fisher, C.D. and Noble, C. The trials and tribulations of experience sampling research on emotions. Presented at the Third Australian Industrial and Organisational Psychology Conference, Brisbane, June 1999.

Fisher, C.D. Affective events theory and organizational citizenship behavior. Presented at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, May 1999.

Fisher, C.D. Mood and emotions while working: Missing pieces of job satisfaction? Presented at the Annual Meeting of the Academy of Management, San Diego, August 1998.

Fisher, C.D. Emotion in the workplace: Australian research. Presented at the Annual Meeting of the American Psychological Association, San Francisco, August 1998.

Fisher, C.D. A preliminary test of Affective Events Theory. Presented at the First Emotions in Organizational Life Conference, San Diego, August 1998.

Basch, J. and Fisher, C.D. Affective job events - emotions matrix: A classification of job related events and emotions experienced in the workplace. Presented at the First Emotions in Organizational Life Conference, San Diego, August 1998.

Härtel, C. E. J., Fisher, C. D., & Härtel, G. F. Measuring work emotions in real time. Paper presented in the symposium "Emotion at work: New research directions" at the Society of Australasian Social Psychologists, Christchurch, New Zealand April 1998.

Ashkanasy, N.M., Hartel, C.E.J., Fisher, C.D., & Ashforth, B.E. Investigating the Causes and Consequences of Emotional Experiences at Work. Paper presented in the symposium "Emotion at work: New research directions" at the Society of Australasian Social Psychologists, Christchurch, New Zealand April 1998.

Fisher, C.D. Emotions at Work: What do People Feel and How Should We Measure It? Presented at the Second Biennial Australian Industrial and Organisational Psychology Conference, Melbourne, June 1997.

Southey, G.N., Dickenson, C.A., Shaw, J.B., and Fisher, C.D. Using "Living Cases" to Teach Managerial Skills in University HRM Subjects. Presented at the Second Biennial Australian Industrial and Organisational Psychology Conference, Melbourne, June 1997.

Fisher, C.D. & Yuan, Anne What Motivates Employees? A Comparison of U.S. and Chinese Responses. Presented at the Fifth Conference on International Human Resource Management, San Diego, June 1996.

Fisher, C.D. & Hadrill, C. Interruptions, Task Type, and the Experience of Boredom. Proceedings of the Association of Management Annual Meeting, Vancouver, August 1995.

Fisher, C.D. Effects of Non-task-related Thoughts on Attributed Boredom, Job Satisfaction, and Task Perceptions, Australia New Zealand Academy of Management Conference, December 1994, Wellington, NZ.

Shaw, J.B. & Fisher, C.D. Bond University MBA orientation program: A Strategic Planning, Leadership, and Teamwork Exercise, International Organisational Behaviour Teaching Conference, Dunedin, NZ, December 1994.

Southey, G., Fisher, C.D., Dickenson, C. & Shaw, J.B. Analysis of current teaching strategies in human resource management: A rationale for a team-based learning approach. International Organisational Behaviour Teaching Conference, Dunedin, NZ, December 1994.

Southey, G., Fisher, C.D., Dickenson, C., & Shaw, J.B. Teaching analytical and strategic skills in HRM: The living case exercise. Proceedings of the Association of Management 12th Annual Conference, Dallas, August 1994.

Fisher, C.D. and Shaw, J.B. Dual career location and relocation. Presented at the Careers Division Pre-conference Workshop, Annual Meeting of the Academy of Management, Atlanta, Georgia, August 1993.

Fisher, C.D., and Shaw, J.B. Transfer attitudes and transfer adjustment: A longitudinal study. Presented and in the proceedings of the Third Conference on International Personnel and Human Resource Management, Ashridge Management College, England, July 1992.

Shaw, J.B., Kirkbride, P.S., Tang, S.F.Y., and Fisher, C.D. Organizational and environmental factors related to HRM practices in Hong Kong: A cross cultural expanded replication. Presented and in the proceedings of the Third Conference on International Personnel and Human Resource Management, Ashridge Management College, England, July 1992.

Shaw, J.B., Kirkbride, P.S., Fisher, C.D., and Tang, S.F.Y. Human resource practices in Hong Kong and Singapore: A comparative analysis. Presented and in the proceedings of the Third Conference on International Personnel and Human Resource Management, Ashridge Management College, England, July 1992.

Fisher, C.D., Shaw, J.B., Ryder, P. A skill building orientation to group project work for new MBA students. ANZAME, December, 1991.

Fisher, C.D. and Locke, E.A. Bad citizenship behavior: Giving what you get. Presented at the Annual Meeting of the Academy of Management, San Francisco, August, 1990.

Vandaveer, V.V., Fisher, C.D., Osburn, H.G., & Holmes, C. Dynamics of the feedback process: An application of the Ilgen-Fisher-Taylor model. Presented at the Annual Meeting of the Academy of Management, San Francisco, August, 1990.

Fisher, C.D. and Shaw, J.B. Determinants of personnel practices. Proceedings of the Second Conference on International Personnel and Human Resource Management, 330-339, Hong Kong, 1989.

Shaw, J.B., Fisher, C.D., Randolph, W.A., and Vandaveer, V.V. From maternalism to accountability: Ma Bell, Mother Russia, the PRC, and PG&E. Proceedings of the Second Conference on International Personnel and Human Resource Management, 600-608, Hong Kong, 1989.

Shaw, J.B. and Fisher, C.D. Employee selection practices in Singapore: A comparative analysis. Presented at the Eastern Academy of Management, May, Portland, 1989.

Shaw, J.B. and Fisher, C.D. Subordinate agreement with performance feedback: A field study. Proceedings of the Eastern Academy of Management, 226-228, May, 1988.

Fisher, C.D., and Shaw, J.B., Does business strategy affect personnel management practices? Proceedings of the International Conference on Human Resource Management, Singapore, December, 1987.

Shaw, J.B., Ismail, A.J., and Fisher, C.D. A cognitive categorization approach to performance appraisal: Analysis of the Singapore manager. Proceedings of the International Conference on Human Resource Management, Singapore, December, 1987.

Chachere, J.G. and Fisher, C.D. Factors affecting the accuracy of self-assessments in performance appraisal. Presented at the Southern Management Association Annual Meeting, November, 1987.

Fisher, C.D. and Locke, E.A. Job satisfaction and dissatisfaction: Enhancing the prediction of consequences. Invited paper presented at the Conference on Job Satisfaction, Bowling Green State University, Bowling Green, Ohio, October, 1987.

DeGregorio, M.B. and Fisher, C.D. Providing performance feedback: Reactions to alternate methods. Proceedings of the 30th Annual Meeting of the Midwest Academy of Management, 60-64, Bloomington, Indiana, April, 1987.

Shaw, J.B., Fisher, C.D. and Chew, I. Report on a survey of personnel practices in Singapore. Presented at the Annual Meeting of the Singapore Institute of Personnel Management, Singapore, March, 1987.

Shaw, J.B., Fisher, C.D., and Woodman, R.W. Predictors of transfer adjustment: A longitudinal study. Proceedings of the 45th Annual Meeting of the Academy of Management, 274-278, San Diego, August, 1985.

Shaw, J.B., Woodman, R.W., and Fisher C.D. A predictive model of transfer adjustment. Proceedings of the Annual Meeting of the Southern Management Association, 323-325, New Orleans, November, 1984.

Fisher, C.D. and Bierman, L. Anti-nepotism rules applied to spouses: Business and legal viewpoints. Presented at the 44th Annual Meeting of the Academy of Management, Boston, August, 1984.

Jones, G. and Fisher, C.D. The relationship between satisfaction and performance: A utility analysis. Presented at the 44th Annual Meeting of the Academy of Management, Boston, August, 1984.

Shaw, J.B., Fisher, C.D. and Woodman, R.W. Attitudes toward making a transfer: A predictive study. Proceedings of the Ninth Symposium on Psychology in the Department of Defense, 260-264, Colorado Springs, April 1984.

Fisher, C.D., A control theory explanation of responses to feedback. Paper presented at the Texas Psychological Association Annual Meeting, November, 1983.

Fisher, C.D. Dysfunctional affective and behavioral reactions to negative feedback: A control theory explanation and implications for structuring organizational feedback environments. Paper presented at the 43rd Annual Meeting of the Academy of Management, Dallas, 1983.

Fisher, C.D. The role of social support in organizational socialization. Paper presented at the 43rd Annual Meeting of the Academy of Management, Dallas, 1983.

Fisher, C.D. and Gitelson, R. A meta-analysis of the correlates of role conflict and role ambiguity. Paper presented at the Southwest Division of the Academy of Management Annual Meeting, March, 1983.

Fisher, C.D. and Goddard, P. Outcomes of socialization. Proceedings of the Annual Meeting of the American Institute for Decision Sciences, 496-498, San Francisco, November, 1982.

Shaw, J.B. and Fisher, C.D. A model of job stress in minority and female occupations. Paper presented at the Southwest Academy of Management Annual Meeting, Dallas, March, 1982.

Fisher, C.D. Communication and managerial performance. Proceedings of the Southwest Academy of Management Annual Meeting, 123-127, Dallas, March, 1982.

Thomas, J., and Fisher, C.D. The effect of performance appraisal upon the appraiser: A neglected topic. Proceedings of the Southern Management Association Annual Meeting, 19-21, Atlanta, November, 1981.

Fisher, C.D. Communication and role stress. Proceedings of the Southern Management Association Annual Meeting, 262-263 Atlanta, November, 1981.

Fisher, C.D. and Clark, B.E. The relationships between communication apprehension and managerial attitudes, behavior, and performance. Paper presented at the 41st Annual Meeting of the Academy of Management, San Diego, August, 1981.

Fisher, C.D., Peters, L.H., O'Connor, E.J. The moderating effect of situational control of performance variance on individual differences to performance associations. Paper presented at the 40th Annual Meeting of the Academy of Management, Detroit, August, 1980.

Fisher, C.D. The reluctance to communicate feedback to subordinates: Another problem in performance appraisal. Paper presented at the XXIV International Meeting of the Institute of Management Sciences, Honolulu, June, 1979.

Fisher, C.D. On the willingness to give feedback at work. Paper presented at the Center for Creative Leadership Conference on Feedback, Washington, D.C., November, 1977.

Fisher, C.D., Pritchard, R.D., and Ilgen, D.R. Extrinsic rewards, personal causality, feelings of competence, and intrinsic motivation. Paper presented

at the 85th Annual Convention of the American Psychological Association,
San Francisco, August, 1977.