

WWZ Research Seminar

Faculty of Business and Economics, University of Basel

Tuesday, March 30, 2021, 16:15 pm, ZOOM

Prof. Stephan Meier, Columbia Business School

“Gender Differences in Preferences of Meaning at Work”

Abstract

We provide empirical evidence of the importance of gender differences in preferences for meaning at work using two data sets and two methods. First, we demonstrate that gender differences in preferences for meaning at work derived from social (but not non-social) impact are widespread using a cross-country survey covering individuals in 47 countries. We show that these differences become more pronounced with greater levels of education and economic development. Second, we conduct a conjoint analysis of a cohort of MBA students at a top US university and track their behavior over two years. We show that preferences for meaning at work derived from social (but not non-social) impact partly explain gender differences in not only types of courses taken, but also job industry placement during and after the MBA. Overall, this research establishes that men and women differ in their preferences for one, but not another, type of meaning at work, with important implications for our understanding of the consequences of work impact and purpose.

All seminars are open to the public and take place via Zoom, hybrid, or on-site (subject to change). Non-faculty members, who would like to register for the seminars, please send an email to forschungsseminar-wwz@unibas.ch.

For updates (abstracts etc.) kindly visit <https://wwz.unibas.ch/en/research-seminar/>