Amy Wrzesniewski

PUBLICATIONS

Organizational Psychology


Experimental Psychology


**Working Papers**

Wrzesniewski, A. *Careers and callings: How work meanings shape job transitions.*

Wrzesniewski, A., & Dutton, J. E. *Competent caring in organizations.*

Myers, V., Morgan, L. M., & Wrzesniewski, A. *The relationship between meanings of work and subjective well-being: Does the significance of work matter more than its symbolism?*

Wrzesniewski, A., Bartel, C. A., & Wiesenfeld, B. *A room of one's own: Job crafting in virtual work settings.*


Anteby, M. & Wrzesniewski, A. *Resolving hybrid organizational identities: Orienting the mirror from below.*

**Manuscripts in Preparation**

Wrzesniewski, A., & Landman, J. *Occupational choice and regret.*

How does one’s path into an occupation influence the experience of one’s job? In an ideal world, individuals choose an occupation, take the necessary steps to enter it, and work happily ever after. This study of 200 registered nurses explores how situational constraints (Study 1) and dispositional factors (Study 2) complicate the paths into an
occupation and influence one’s work orientation (work as job, career, or calling) in the job, as well as motivation and regret over entering the occupation. Results suggest that perceived constraint in entering the occupation is associated with occupational regret, decreased motivation, and work orientation. The results challenge theory on the meaning of work by demonstrating that events preceding occupational entry shape one’s experiences of and behaviors at work.

Wrzesniewski, A. Social identity and social loafing in work groups. In this theoretical paper I present a conceptual framework to explain how social identification with a work group influences individual effort within the group. I draw from social identity theory and research on social loafing to make a series of theoretical arguments explaining the relationship between identity and effort. This synthesis of theory and research shows that increasing members’ social identification with the work group via similarity cues or group symbols can enhance individual efforts on behalf of the group.