

## **INFLUENȚA STIMEI DE SINE, A FEEDBACK-ULUI ȘI A LOC-LUI ASUPRA STILULUI DECIZIONAL LA MANAGERI**

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### **Abstract**

Two experiments tested the idea that a motive to protect self-esteem (SE) from the threat of regret, and LOC internal vs. external can influence decision making. In study 1 threat to SE was manipulated by varying whether people expected to know the outcome of their decision. When Ss expected feedback about their decisions, only Ss low in SE made regret-minimizing choices. When Ss did not expected to know the outcome of their decisions, SE differences in choice strategies disappeared. This study suggest that people base decisions not only on objective attributes of choice alternatives, but also on the damage to SE that is perceived to result from a poor- decision outcome. In study 2 is explore relationship between assessed measures of internality and externality of control and risk taking behavior.

**Keywords:** self-esteem, LOC, decision

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