THREE ESSAYS IN DECISION MAKING

Thesis summary – Matthieu LÉGERET

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My thesis consists of three independent essays on human decision making. The first chapter focuses on the dynamics of individual morality in environments with temptation shocks. I report results of an incentivized online experiment that are consistent with limited self-awareness in moral contexts. The second chapter investigates leader selection, and advocates that selecting underperforming leaders can be optimal for a group because the appointment of a talented leader may be associated with substantial opportunity costs if the candidate is also very effective in the follower position. We develop a model that exploits the logic behind comparative advantages and extend it to different organizational contexts. The third chapter proposes a novel typology of organizational changes, based on the characteristics of an organization's environment and the learning strategies used by the organizational members.

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