

The Halo Effect And The Eight Other Business Delusions That Deceive Managers

This dissertation, "The Effect of the Presentation Format of Bonus Scheme on Investors' Judgments and Voting Decisions" by Yifei, Xia, ???, was obtained from The University of Hong Kong (Pokfulam, Hong Kong) and is being sold pursuant to Creative Commons: Attribution 3.0 Hong Kong License. The content of this dissertation has not been altered in any way. We have altered the formatting in order to facilitate the ease of printing and reading of the dissertation. All rights not granted by the above license are retained by the author. Abstract: This study investigates the effect of the presentation format of bonus scheme on investors' compensation- and investment-related judgments. I propose that the format in which numerical information is presented affects investors' judgments through the readability and halo effects. I assess these two mechanisms and their interaction effect by comparing bonus scheme presented in a table format versus in a formula format. The table format is more readable than the formula format. High readability increases the chance of a bonus scheme being approved by investors. However, the formula format looks more scientific than the table format. The favorable halo generated by the formula format (relative to the table format) can positively influence investors' voting decisions on the bonus scheme. I predict that high readability (versus low readability) and scientific appearance (versus a less scientific appearance) both positively affect investors' evaluations of a bonus scheme. I also predict an interaction effect between outcome favorability (target-beaten versus target-missed) and bonus scheme presentation format (table versus formula format). When the actual performance beats the performance targets, investors are more likely to approve bonus awards that are presented in a formula format than in a table format, as predicted by the halo effect, and the readability effect is less likely to have an effect in this context. However, when the performance targets are missed, there is no significant difference in investors' approval ratings for the different presentation formats. In this setting, the readability effect predicts a higher approval rating for the table format than the formula format, whereas the halo effect predicts the opposite result. The two effects are likely to cancel each other out. This study provides evidence of how investors' interpretations vary with the numerical information presentation format. It extends compensation disclosure research by exploring the information communication effectiveness of different presentation formats. It extends the halo effect research in psychology by demonstrating the halo effect in numerical information interpretation. The findings extend our understanding of investors' decision-making by showing how the presentation format affects investors' evaluations of and voting decisions on executive compensation scheme. DOI: 10.5353/th_b5295502 Subjects: Investments - Psychological aspects Stockholders - Psychological aspects Halo Effect is an unauthorized collection of essays on the bestselling video game Halo. Examining the Halo phenomenon

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teenage years, this creates resentment and embarrassment for having a family member who is "different." The brothers would continue to face many different challenges as the years go by but through it all they inspire each other to come out stronger.

The ancient gods came from the stars, some to enslave and others to liberate. This world was liberated from slavers a few thousand years ago by benevolent forces. Ask anyone in India, they accept it as fact. That was but one battle. The war in the heavens continues to this day. Sometimes, they need new blood... Want to know what it might be like from 'the other side?' To see this Earth and the rest of the stars from the point of view of the so-called gods of ancient times? This story gives a possible explanation as to the origins of many religions and the existence of life on other worlds. Join a small group of scientists and soldiers as they find themselves stuck in the middle of the biggest war of all, aboard the most powerful star ship ever created - the flagship of an entire fleet. They receive instructions from a mysterious energy being that claims to have created all corporal life, to thwart an even more mysterious adversary - the source of all evil. What would you do?

The present research examined the influences of the halo effect and the similar-to-me effect on physical and sexual attractiveness for hiring decisions. It was hypothesized that the halo effect would cause applicants rated highly in physical and sexual attractiveness to receive higher ratings of hireability than unattractive applicants. However, if the similar-to-me effect is influential for levels of attractiveness in hiring situations, participants who rated themselves as less attractive should favor unattractive applicants. The results did not show an interaction between participant self-ratings and ratings of hireability, indicating the similar-to-me effect does not apply to physical or sexual attractiveness. There was a main effect of sexual attractiveness of the applicant for hireability, showing support for the halo effect. This effect was only found for White applicants, potentially due to in-group bias and out-group homogeneity.

Traditional Chinese edition of Thinking, Fast and Slow, Amazon Best Books of the Month, November 2011. Kahneman is psychology professor emeritus at Princeton University and the 2002 Nobel Prize in Economic Sciences. In Traditional Chinese. Annotation copyright Tsai Fong Books, Inc. Distributed by Tsai Fong Books, Inc.

This conference explored the formation, life, and death of the earliest stars (also known as Population III stars) and their impact on subsequent structure formation and chemical evolution of the universe. First Stars III covered a wide range of observational topics, including star formation, stellar evolution, supernovae, and the search for primordial and metal-poor stars in the galactic halo.

Dr. Morgan Snow is a well-known sex therapist with a prestigious clinic devoted to the psychology of sex. One of her patients, Cleo, is a beautiful, cultured prostitute who runs her own call-girl business. Cleo has been coming to Dr. Snow because she's fallen in love, but is unable to have a healthy sexual relationship. One day, Cleo arrives with a manuscript for a tell-all book...and then disappears. A serial killer has been at work in the city, and Detective Noah Jordan turns to Morgan Snow to find out more about the psychology of a sexual murderer. Both Morgan and Noah suspect there is a link between the serial killer and Cleo's sudden disappearance, and work together to find her - before it is too late.

Controversial and iconoclastic, a veteran corporate manager and business school professor exposes the dangerous myths, fantasies, and delusions that pervade much of the business world today.

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