

## Abstract

This paper examined the effects of emotions as mediators between the impact of a first coworker's performances (as affected by that person's ability, resources and effort) on the second co-worker's performances. 258 students participated in an experiment and role-played co-workers in a work project. The first coworker was simulated in the experiment with different resources (amount of time to read for the project), different abilities (efficiency in reading per hour) and different efforts (percentage of total number of pages read). The second coworker as role-played by the participants then decided the number of hours to be devoted on this cooperative job after the first-coworker's outputs is known. Result demonstrated that higher effort of the first coworker led to higher performance of the second coworker, while lower effort of the first coworker led to social compensation, only if the first coworker had lower ability. Positive and appreciative emotions were elicited when the first coworker paid more effort and produce more output than expectation, while negative and concerned emotions were elicited when the first coworker paid less effort and produce less output than expectation. Lower ability and resources of the first coworker produced more appreciation in the second coworker even if the output was lower comparing to the first coworker having higher ability and resources. Concerned emotions were found as a mediator between the performances of the two coworkers.