

## THE APPLICATION OF THE CONTROLLABILITY PRINCIPLE AND MANAGERS RESPONSES%0A

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Empirical analysis of survey responses from 440 managers reveals that role perceptions completely mediate the effect of application of the controllability principle on managerial performance. This

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Whereas early publications take the application of the so-called controllability principle as a matter of course, subsequent works justify the principle's application with the help of psychological or social psychological findings: The violation of the controllability principle is supposed to have negative motivational effects and thus decreases managers effort on the job. Recently

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Empirical analysis of survey responses from 440 managers reveals that role perceptions completely mediate the effect of application of the controllability principle on managerial performance. This effect is insignificant in the group of top-level managers, who appear to cope with uncontrollable factors more effectively.

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This paper analyzes managers responses to the application of the controllability principle. Role ambiguity mediates the effect of application of the controllability principle on managerial performance. This effect is found to be insignificant in the group of top managers. Top managers deal with uncontrollable factors more effectively.

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