DOMAIN'S INFLUENCE ON EXPERIENCING UNFAIR FEEDBACK

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Using anonymous questionnaires, we examined how positive or negative undergraduates felt about situations when they received either more favorable or less favorable feedback than another person for what seemed to be similar work. Overall, individuals described the experience when they benefited from the unfair feedback as more positive than the experience when they were hurt by the unfair feedback. However, this also differed as a function of the domain in which these situations occurred. When they were harmed by unfair feedback, individuals were equally negative about the experience no matter whether it occurred in work, school, family, friends or “other” domains. In contrast, when they benefited by unfair feedback, they described it as significantly less positive when it occurred in the family domain. Even though they personally benefited by discriminatory feedback, this pattern suggests that the benefit was limited when the person hurt by it was someone close to them.