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GETTING CAUGHT TO “THE CHAIR EFFECT” AFTER BECOMING A MANAGER**Abstract:**

Becoming a manager is a kind of high-level target in the career plan of most employees. To reach this target is closely related to the characteristics and actions of the employees and at the same time to the manager assignment principles or approaches of the organization's top-level management and even the owner. In the literature, it is possible to come across many academic studies that suggest the requirements and conditions of being a manager and discuss different expectations and approaches related to this. Although many of these requirements are seen as clichés, they are valid for many employees and organizations. Apart from official and fair practices, sometimes employees can be managers even though they don't deserve it. Whether the reasons for their assignment are fair or not, some of those who are promoted to managerial levels may significantly alter their attitude and behavior towards other employees in a negative way compared to the past, after becoming a manager. Position power may affect some individuals in a negative way and this study named this phenomenon as “Chair Effect”. This article aims to examine this effect and define which possible factors are causing this phenomenon. In addition to the fairness of the assignment personality characteristics of the employee, the sense of revenge caused by his/her negative experiences in the past, his/her relationship with power, the effect of both organizational and country culture, the effect of behavior and attitudes of the role models and the other managers who are at the same level in the organizational structure may also cause to Chair Effect.

Keywords:

Chair Effect, Manager, Position Power, Management.

JEL Classification: M10, M12