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Key Words

Employee Giving Program

Employee Ethics

Time/Money Donation

Relative Performance Information (RPI)

Benefit to Accounting:
Employee Giving Program as a management control system.

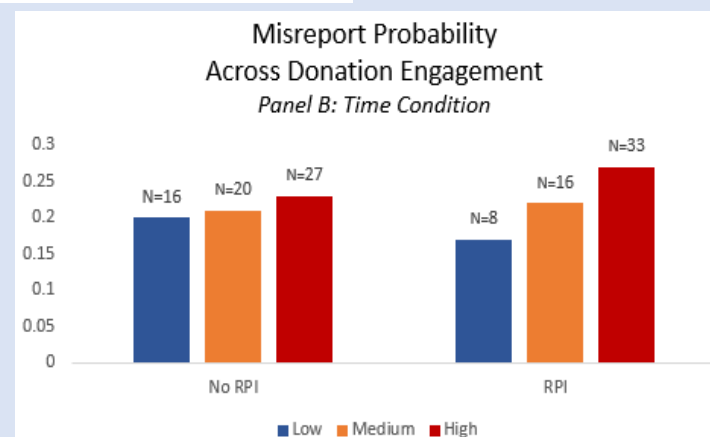
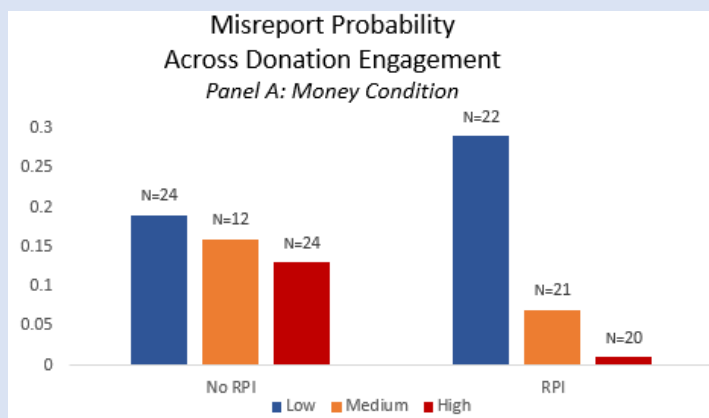
Many firms are now engaging employees into workplace giving programs.

Practitioners posit that the employees' engagement into these giving programs may spillover into subsequent ethics.

How would the organization of such programs help to activate the spillover ?

Results

RPI can activate a positive spillover from engagement into employee giving program to subsequent ethics when employees are asked to donate Money. But such effect is absent in the Time donation



Conclusion

Employee giving programs that disclose RPI on the employee's contribution to charity can activate the positive spillover from this contribution engagement to subsequent ethics.

This beneficial effect of RPI will only occur when employee giving programs ask employees to contribute money but not when they ask employees to contribute time.

About the Authors

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