Applying Driver's Aggressiveness to Employee's Behavior: a Tournament Theory Approach

Thulio Eugenio P A Ricomini
Universidade Federal de Itajubá
Itabira, Brazil
thulioricomini@unifei.edu.br

Henrique Duarte Carvalho
Universidade Federal de Itajubá
Itabira, Brazil
henrique.carvalho@unifei.edu.br

***Abstract*—This study explores if employee's behavior can be explained through comparison with stock car drivers, applying the tournament theory to drivers aggressiveness. As strategic human resources management demands precision tools to explain the staff effort input, it is expected to demonstrate the robustness of the theory to human resources area. Thereby it was used a multinomial logistic regression model to calculate the impact of qualitative and quantitative variables to contestants aggressiveness. As expected, the comparison is possible due to similar human behavior in different contexts, as a result validating the research hypothesis and proposing a valid logical approximation of stock car drivers to employees.**

***Index Terms*—Tournament theory, human resources, logistic regression, stock car, strategic management.**

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