

Mind Wandering at Work: When Employee's Thoughts Wander Away from Their Tasks



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Mind Wandering is a common mental state in which one's thoughts drift away from a task toward self-generated thoughts. In this paper we describe Mind Wandering and emphasize its impact in organizational settings. We describe three levels of classification of Mind Wandering, including amount of Mind Wandering, meta-cognition of Mind Wandering and the contents of Mind Wandering. Mind Wandering affects performance in various tasks, including tasks that are central in many jobs such as monitoring tasks, verbal information processing tasks and creative tasks. Research shows that the amount of Mind Wandering affects performance in these tasks. Presenting the classification levels enables us to expand these findings and examine the effects of meta-cognition and content of Mind Wandering on performance in these tasks. Additionally, we suggest that Mind Wandering may play a role in temporary recovery from stressful tasks.

Unions, CEO Compensation and Income Inequality



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Income inequality has grown in the last few decades in many western countries, especially in the United States. Consequently, governments have started regulating, monitoring and even setting restrictions on executives' pay, including requiring reporting on executives' compensation in the companies' financial statements, restrictions on tax-deductions, voting on the remuneration levels through Say-On-Pay mechanisms, etc. In this paper, we review the changes that have taken place in wage inequality in recent decades, the trends that have changed in executive pay, and the effects of labor unions on the labor market. In addition, we examine the relationship between the unions and executives' compensation in Israel and the effect of unions on the important relationship between executives' compensation and company performance. It is possible that the restraint of inequality will come from the unions and not only from the wage restrictions in legislation and regulation.