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ENC 1102

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Source Title:

A Functional Model of Social Loafing: When and How Does Social Loafing Enhance Job Performance?

CRAAP Test:

Currency: 9/10

Relevance: 7/10

Authority: 8/10

Accuracy: 9/10

Purpose: 8/10

Total: 41/50

This source scored a 41 in my evaluation of the CRAAP test, meaning it is considered a good source. It was published in 2024, which shows that the information is current. Team environments have likely not changed much since the source was created. The source is relevant to my topic because it explains a psychological phenomenon related to working in a team. The writers take on an unconventional perspective on social loafing by speaking about positive instead of negative effects. Social loafing is the act of disengaging in an activity as the team

grows larger. The authors argue that social loafing in the morning can result in increased productivity in the afternoon. Because of this unconventional opinion, the authors may develop a bias towards their unique hypothesis. Other than this bias, there are no other major biases in the source. The motive behind this article must be a genuine desire to expand knowledge surrounding social loafing. This would be helpful for people working on or managing a team. To benefit from this article, real workers may consider taking their job easily in the morning, in order to boost productivity later in the day. This would likely be better implemented by management. The authors have included sufficient information about their credibility by referencing their education and contact information. Some have a college education, while others have work experience as well.

Works Cited

Liu, Xin, et al. "A Functional Model of Social Loafing: When and How Does Social Loafing Enhance Job Performance?" Springer Nature Link, 16 Jan. 2024, link.springer.com/article/10.1007/s10551-023-05599-3.