**Stakeholder Orientation and its Effect on Employee Perspective Taking and Job Satisfaction**

**ABSTRACT**

Little research has examined the social and psychological effects of corporate objectives, , specifically the firm’s level of emphasis on creating value for multiple stakeholders affects cognitive processesof employees. We theorize that employees with a high stakeholder orientation demonstrate enhanced perspective taking as compared to employees with a low stakeholder orientation. We demonstrate that an employees’ perception of their firm’s stakeholder orientation or the extent to which their firm is willing to create value for a limited (i.e. shareholders) or a broad group of stakeholders impacts the level of perspective taking the employee exhibits. We also suggest that stakeholder orientation positively impacts job satisfaction via perspective taking. Three online lab experiments and on field survey provide support for our hypotheses. This paper enriches the scholarship on job satisfaction by demonstrating how a new predictor, stakeholder orientation, can affect employee job satisfaction through perspective taking.

**Keywords:** Stakeholder Theory; Stakeholder Orientation; Perspective Taking; Job Satisfaction; Business Ethics