



DEA Seminars

Friday, June 25th 2010

from 10.30 to 12.00 am

Via dei Caniana, 2 – Aula 16

Team Behavior in New Venture Settings Longitudinal Analyzes and Frameworks for Modelling Information Processing, Motivation, and Interim Outcomes

Alan R. JOHNSON

Research Center in Entrepreneurship EMLYON Business School

ABSTRACT. The substantive focus of my research is into the causal ordering of team-level organizational behavior constructs that reflect information processing, motivation, and interim outcomes in teams. My talk contrasts the process of doing data analysis with one, and two or more waves of data; in terms of equations, causal diagrams, and illustrative plots. I believe my contribution is didactic, in the style of Aiken and West (1991) and Edwards and Lambert (2007), but it builds on the technical reviews of the literature, provided by Halaby (2004) and Allison (1990, 2009). Throughout, I emphasize the role of fixed effects in the controlling for unobserved heterogeneity in observed relations between measured explanatory variables and criteria of interest. I explicitly address how to handle moderators and mediators in these analyses. To illustrate, I use findings from my substantive research, where team composition and specific opportunities may, or may not, provide alternative explanations for teams' interim outcomes and processes, which are my principal phenomena of interest.

Substantively, I have found that my new task debate construct provides a valid complement to task conflict for team-level information processing (Hinsz, Tindale, & Vollrath, 1997). I developed self-report measures for this construct, based on the small group discussion literature (Sasser, et al.). I have found that task debate is positively related to both team-level goal setting and performance (grade), and furthermore, goal setting mediates the relation between task debate and interim team performance. So far as task conflict is concerned, I have found that task conflict positively moderates the relation between team performance at time t-1 and task debate, which has interesting implications for the team-level performance feedback literature (Kluger & DeNisi, 1996). Moreover, if I include an interaction between relationship conflict and team performance at time t-1 the forgoing analysis, then the task conflict product term remains positive and the relationship conflict product term is negative! The power and robustness of these findings are discussed in some detail.

If you need further information, please contact: giuseppe.delmestri@unibg.it