

The Research Centre of the Faculty of Economics
cordially invites you to a research seminar
on **Thursday, 25th October 2018**
at **1 p.m.** in **Executive Conference Room**
at the **Faculty of Economics, University of Ljubljana**

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will present the article:

“Fluid team intactness or familiarity: What matters more for innovative project performance”

“Fluid organizing in projects involves a paradox requiring both change and stability over time. This study examines whether there is an optimal degree of fluidity in project teams. We operationalized fluidity as intactness of the projects’ management teams across projects, introducing a new measure for its assessment that departs from the compositional logic underlying commonly used team familiarity measures. Using a sample of 5,370 video games developed over a period of ten years, we found an inverted U-shaped relation between the intactness of the management team and sales, expert reviews, and consumer reviews of a game. We further argued that optimal intactness shifts predictably with higher versus lower innovation requirements. The negative effects of intactness were indeed realized sooner and stronger for completely new games than for sequels of existing games. Analyses further revealed that intactness had stronger effects on performance than familiarity as predicted. Finally, we show that the same pattern of findings also materialized for the intactness of relations between a project’s managers and the operational teams executing the project, further supporting notions of intactness as a double-edged sword. This research has important implications for fluid teams as well as hierarchical relationships in temporary organizing.”

You can register for the free seminar by phone (01) 58-92-490, or via e-mail:
research.seminars@ef.uni-lj.si by Wednesday, 24th October 2018.

You can find all information regarding future research seminars on following link:
http://www.ef.uni-lj.si/raziskovanje/seminarji_in_konference

We look forward to seeing you!

