

The Research Centre of the Faculty of Economics
cordially invites you to a research seminar
on **Thursday, 6th July 2017**
at **1 p.m.** in room **P-119**
at the **Faculty of Economics, University of Ljubljana**

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will present the article:

“CREATIVE SPARKS: TASK CONFLICT, CULTURAL INTELLIGENCE, AND CREATIVITY”

“The theoretical and empirical literature on the role of task conflict in culturally diverse environments for creativity is inconsistent. Value-in-diversity argument advocates pro cultural diversity as a source of heterogeneity that breeds creativity, while similarity-attraction argument warns against it as it inhibits creativity due to conflicts. Regardless, culturally diverse teams and organizations are reality and the true question is how organizations can shape their social dynamics to foster creativity. Bridging the task conflict, individual creativity, and cultural diverse environment, we propose that the relationship between task conflict and individual creativity depends on the level of conflict even in cultural diverse environment. Moreover, drawing on social categorization theory, we propose that cultural intelligence moderates the relationship between task conflict and creativity, while a culturally diverse environment acts as a salient contingency in this relationship. Two studies, using both field and experimental data, offer consistent support for this argument. First, a field study of 787 employees replicated previous studies and shown that task conflict had a curvilinear effect on individual creativity in culturally diverse environment. Additionally, we found that this relationship is moderated by cultural intelligence such that creativity was the highest at moderate levels of task conflict in a culturally diverse environment. We replicated these findings in a laboratory experiment with 121 participants.”

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, 5th July 2017.

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!

