

The Research Centre of the School of Economics and Business

cordially invites you to a research seminar

on **Thursday, 16 May 2024, at 13:00 CEST** in room **P-201**

at the School of Economics and Business, University of Ljubljana

Sabine Bergner (Department of Psychology & the Department of Leadership and Entrepreneurship, Graz University, Austria)

and

Aleša Saša Sitar, Ajda Merkuž, Katarina Katja Mihelič, Miha Škerlavaj and Aljoša Valentinčič (School of Economics and Business, University of Ljubljana)

will present the article:

Finding a balance: How organizational design, leadership style and employee personality contribute to the exploration-exploitation duality

This research seminar aims to present research findings on macro, meso and micro level drivers of individual ambidexterity. Individuals in contemporary organizations are faced with the demand to apply exploitative and explorative behavioral strategies, thus be ambidextrous. This research explores leadership, job design and personality antecedents of individual ambidexterity to better understand the drivers of this desired behavior. Building on emerging individual ambidexterity literature, a 2x2 between-subject vignette experiment was conducted on 335 business students from Slovenia, Austria and Kosovo to focus on the role of transformational and laissez-faire leadership, task autonomy and big 5 personality characteristics driving ambidextrous behavior of students. Preliminary results show that there is a significant difference in level of exploratory behavior of students between conditions of high and low autonomy and conditions of transformational and laissez-faire leadership. Further, there is a significant difference in level of exploitative behavior of students between high and low autonomy conditions, which holds true only for transformational leadership condition. For ambidextrous behavior the results are not so conclusive. By doing such research, we contribute to new knowledge on ambidexterity, leadership and job design, and offer interesting insight for educational and business settings.

In the research seminar additional preliminary research findings will be presented, experience gained with the experimental approach will be shared, and implications of the bilateral AUT-SLO research project BI-AT/23-24-033 will be discussed. The research project is co-financed by the Slovenian Research and Innovation Agency (ARIS) and the Austria's Agency for Education and Internationalisation (OeAD) under the programme "Scientific & Technological Cooperation (WTZ)" and supported by the Slovenian Research Agency, Program P5-0364 and Program P5-0161.

Please sign up for the free seminar at <http://raziskave.ef.uni-lj.si/a/1716>.

We look forward to seeing you.