



## Strategic Interest 09 – Organizing Behaviour (OB)

<http://www.euram-online.org/annual-conference-2018.html>.

Dear EURAM members and friends,

With our theme **Research in Action**, we invite you to participate in debate about how we can use and develop our knowledge better so that solving problems and dealing with issues can become more effective. We look forward to receiving your submissions.

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### 09.01 ST      Team Performance Management

#### Corresponding Proponent:

Petru Curseu

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Petru Curseu    petrucurseu@psychology.ro

#### Short Description

The standing track welcomes papers that study individuals in teams (e.g., how multiple-team membership impacts on individual learning and adaptation, how individual performance is influenced by team dynamics), teams as units (dynamic views on team processes, antecedents and consequences of team performance, team emergent states, team training, empirically supported team interventions, virtual teams) as well as the inter-team dynamics in larger social systems (e.g., multi-team systems dynamics and effectiveness, teamwork implementation in organizational settings). The research topic is inclusive and we expect papers that use or combine theoretical insights from a variety of disciplines (Organizational Psychology, Sociology, Management and Organization Studies) and use various research methods and approaches (ranging from field studies to experiments and formal simulations) to understand the dynamics and effectiveness of organizational teams. We intend to publish a selection of papers presented within this track in the journal “Team Performance Management”.

## **Long Description**

Most modern organizations rely on teams to perform a variety of tasks ranging from production to strategic decision-making. Teams are flexible ways of organizing work and it is important to understand both the bright (process gains) as well as the dark sides (process losses) of teamworking in organizational settings. As a substantial amount of research on teams and teamworking accumulated during the last few decades, several meta-analyses summarized empirical findings both on process gains (team processes LePine et al., 2008; information sharing Mesmer-Magnus & De Church, 2009) as well as process losses (intra-group conflict De Wit et al., 2012; De Dreu & Weingart, 2003) and emergent states (efficacy and potency Gully et al., 2002, trust and conflict Balliet & De Lange, 2012). A number of meta-analytic studies also summarized the findings on the relationship between group diversity and performance. On the one hand these meta-analyses indicate that team research, as a field, approaches maturity and on the other hand they open new venues for research aimed at uncovering the dynamics and performance of organizational teams. A common trend in these integrative studies is the conceptualization of teams as multi-level and dynamic (socio-technical) systems. In this research track of Team Performance Management we intend to organize in a more systematic manner the increasing number of papers addressing teams and teamworking presented at EURAM and we invite papers that explore team performance management in a multi-dimensional and dynamic way. Therefore in terms of unit of analysis, we welcome papers that study individuals in teams (e.g., how multiple-team membership impacts on individual learning and adaptation, how individual performance is influenced by team dynamics), teams as units (dynamic views on team processes, antecedents and consequences of team performance, team emergent states, team training, empirically supported team interventions, virtual teams) as well as the inter-team dynamics in larger social systems (e.g., multi-team systems dynamics and effectiveness, teamwork implementation in organizational settings). The research topic is inclusive and we expect papers that use or combine theoretical insights from a variety of disciplines (Organizational Psychology, Sociology, Management and Organization Studies) and use various research methods and approaches (ranging from field studies to experiments and formal simulations) to understand the dynamics and effectiveness of organizational teams. We intend to publish a selection of papers presented within this track in the journal “Team Performance Management”.

### **Publishing Outlets:**

Team Performance Management.

### **For more information:**

Contact the proponents above mentioned.

**Submission Deadline: 10 January 2018 (2 pm Belgian time)**

## Authors Guidelines and Submission Deadline:

As an author, it is crucial to follow the guidelines and formatting instructions to prepare and submit your paper in order to have it published in proceedings.

### ONE PRESENTING AUTHOR PER PAPER SUBMISSION

Each individual is limited to one personal appearance on the programme as a presenting author. This policy precludes acceptance of papers for more than one presentation. In other words, **an author can submit and present only one paper**. However, a presenter can always be a non-presenting co-author on additional papers.

Please read the instructions carefully prior to submitting:

1. Each paper can only be submitted to ONE track.
2. Submitted papers must NOT have been previously published and if under review, must NOT appear in print before EURAM 2018 Conference.
3. To facilitate the blind review process, remove ALL authors identifying information, including acknowledgements from the text, and document/file properties. (Any submissions with author information will be automatically DELETED; author information and acknowledgements are to be included in a SEPARATE document).
4. The entire paper (title page, abstract, main text, figures, tables, references, etc.) must be in ONE document created in PDF format.
5. The maximum length of the paper is 40 pages (including ALL tables, appendices and references). The paper format should follow the [European Management Review Style Guide](#).
6. Use Times New Roman 12-pitch font, double spaced, and 1-inch (2.5 cm) margin all around.
7. Number all of the pages of the paper.
8. No changes in the paper title, abstract, authorship, track and actual paper can occur AFTER the submission deadline.
9. Check that the PDF File of your paper prints correctly and ensure that the file is virus-free. Submissions will be done on-line on the EURAM 2018 website (open as of 1 December 2017: see <http://www.euram-online.org/annual-conference-2018.html>.)
10. Only submissions in English shall be accepted for review.
11. In case of acceptance, the author or one of the co-authors should be available to present the paper at the conference. A presenting author can only present one paper at the conference.