

Topic	How can and should work teams communicate?
Overview	<p>The world of work is changing in many areas and nowadays work can be conducted anywhere, anytime, in real space or through technology. In particular, the Corona pandemic ensured that teams could not work together physically for a long time but were only connected virtually. The physical separation has changed the way team members communicate with each other. New solutions had to be found. This raises the question of what types of communication are relevant to successful teamwork today. Are there even types of communication that lead to declining team performance?</p> <p>For this work, you will review existing knowledge of communication types, communication technologies, and communication in teams.</p> <p>Exemplary research questions are:</p> <ul style="list-style-type: none"> - What types of communication in teams exist? - What types of communication are relevant for successful teamwork? - What are communication technologies and how are they used in teams? <p>The questions could be answered within the scope of a literature review.</p>
Language	English preferred
Additional information	<p>Start: tbd</p> <p>Type of thesis: Bachelor / Master thesis</p> <p>Requirements: interest in the topic</p>
Publication options	Excellent works can be submitted as international conference paper or to the working paper series on Market-oriented Management of the chair of Marketing and Human Resource Management.
Literature (examples)	<p>Gajendran, R. S., Loewenstein, J., Choi, H., & Ozgen, S. (2022): Hidden Costs of Text-Based Electronic Communication on Complex Reasoning Tasks: Motivation Maintenance and Impaired Downstream Performance. In: Organizational Behavior and Human Decision Processes, 169, pp. 104130.</p> <p>Giambatista, R. C., & Bhappu, A. D. (2010): Diversity's Harvest: Interactions of Diversity Sources and Communication Technology on Creative Group Performance. Organizational Behavior and Human Decision Processes, 111(2), pp. 116-126.</p> <p>Hambley, L. A., O'Neill, T. A., & Kline, T. J. (2007): Virtual Team Leadership: The Effects of Leadership Style and Communication Medium on Team Interaction Styles and Outcomes. In: Organizational Behavior and Human Decision Processes, 103(1), pp. 1-20.</p> <p>Marlow, S. L., Lacerenza, C. N., Paoletti, J., Burke, C. S., & Salas, E. (2018): Does Team Communication Represent a One-Size-Fits-All Approach?:</p>

	<p>A Meta-Analysis of Team Communication and Performance. In: Organizational Behavior and Human Decision Processes, 144, pp. 145-170.</p> <p>Stock, R, (2004): Drivers of Team Performance: What Do We Know and What Have We Still to Learn? In: Schmalenbach Business Review, 56 (3), pp. 274-306.</p> <p>Wolf, F., and Stock-Homburg, R. (2022): How and When Can Robots Be Team Members? Three Decades of Research on Human–Robot Teams. In: Group & Organization Management, pp. 10596011221076636.</p>
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