

The Paradox Of Intragroup Conflict A Meta Ysis

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The paradox of intragroup conflict: a meta-analysis
Intragroup conflict refers to conflict between two or more members of the same group or team. In recent years, intragroup conflict has received a large amount of attention in conflict and group dynamics literature. This increase in interest in studying intragroup conflict may be a natural corollary of the ubiquitous use of work groups and work teams across all levels of organizations, including decision-making task forces, project groups, or production teams. Jehn identified two main types of in

The paradox of intragroup conflict: a meta-analysis.
These intragroup conflicts often pose a paradox for groups. On the one hand, conflicts use up precious time, evoke frustration, and reduce group members' motivation to work for the group. Yet, on the other hand, conflicts challenge group members' to more critically evaluate their initial viewpoints which, in the end, may result in more well-informed decisions.

How Four Types of Intragroup Conflicts Shape the Role of ...
Since the meta-analysis by De Dreu and Weingart (2003b) on the effects of intragroup conflict on group outcomes, more than 80 new empirical studies of conflict have been conducted, often investigating more complex, moderated relationships between conflict and group outcomes, as well as new types of intragroup conflict, such as process conflict.

(PDF) Malevolent Governance, Intra-Group Conflict and the ...
The article reports on conflict in the decision-making process and a study of group decision-making by management teams. According to research by Allen Amason of Mississippi State University, cognitive conflict develops from differences in perspectives and is functional, while affective conflict tends to be an emotional response to a person and is considered dysfunctional because it does not ...

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To explore the trends in this new body of literature, we conducted a meta-analysis of 116 empirical studies of intragroup conflict (n = 8870 groups) and its relationship with group outcomes. To address the heterogeneity across the studies included in the meta-analysis, we also investigated a number of moderating variables.

Definition of Intragroup Conflict | Bizfluent
Intragroup conflict. Conflict is inevitable relationship in groups and organizations (Amason, 1996) due to the complexity and interdependence of organizational life (Jehn, 1995), especially when the team members engage in complex tasks (Janssen, Vliert & Veenstra, 1999).

The paradox of intragroup conflict - CORE
Malevolent Governance, Intra-Group Conflict and the Paradox of the Plenty: An Experiment Article (PDF Available) in Games 7(1):2 · December 2015 with 25 Reads How we measure 'reads'

Intragroup conflict - Wikipedia
The Paradox of Intragroup Conflict: A Meta-Analysis. Author(s)' Last Name(s): De Wit, Greer, Jehn Journal Name: Journal of Applied Psychology vol 97: iss: 2 pgs 360-390 Article Keywords: Meta-analysis, group performance, relationship conflict, task conflict 1 B Type of article 2 A Type of article 2. a. Empirical Paper a.

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and distal group outcomes (i.e., group performance), we expand on the work of De Dreu and Weingart (2003b) by examining the relationships between intragroup conflict and a wider array of proximal outcomes (i.e., emergent states, such as trust and cohesion, and group viability, such as.

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Removing the paradox of conflict from group decisions ...
The type of conflict in the group was measured with the Intragroup Conflict Scale (Jehn, 1995) and with process conflict items from Shah and Jehn (1993) at the beginning, middle, and end of each time block, and an average score was taken. We adapted items to reference the appropriate focal unit, the work group.

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The paradox of intragroup conflict: a meta-analysis. de Wit FR(1), Greer LL, Jehn KA. Author information: (1)Institute for Psychological Research, Leiden University, Leiden, the Netherlands.

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during intragroup conflict, the studies extend and contribute to recent research integrating the conflict literature with the stress literature (e.g., Dijkstra, Van Dierendonck, & Evers, 2005).

The Dynamic Nature of Conflict: A Longitudinal Study of ...
Definition of Intragroup Conflict. There are several varieties of conflict: conflicts can occur between opposing individuals in an argument or within a single individual who struggles with a personal conflict. Intragroup conflict refers to a specific kind of conflict that occurs between members of a group that shares common goals...

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