Psychological Factors Predicting Inter-team Cooperation and Competition

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Abstract: Despite the importance of establishing cooperative inter-team relationships in an organisation, robust findings in the intergroup literature suggest that increased competition and hostility between groups make it difficult for organisations to develop a cooperative environment. In this talk, I introduce ways to achieve and maintain cooperative inter-team relationships in organisations. Specifically, two studies using a prisoner's dilemma game played between teams examined different factors that inhibited and facilitated inter-team cooperation. The first study demonstrated two different team discussion interventions that promoted cooperative inter-team relationships. The second study further explored the emotional states of team as a predictor of inter-team competition. Additional analyses of team discussion content identified different reasons behind why teams choose to compete with other teams.

Presenter: Dr. Guihyun Park is an assistant professor of Psychology at Singapore Management University. She received her Ph.D. in Organisational Psychology from Michigan State University in 2010. Her research focuses on team motivation, team decision-making processes, and inter-team conflicts. Her secondary line of research examines the impacts of various emotions on individuals’ self-regulatory processes. Her articles have been published in Journal of Applied Psychology, Journal of Management, Human Performance, and Motivation and Emotion.