

# THE HONG KONG POLYTECHNIC UNIVERSITY DEPARTMENT OF MANAGEMENT AND MARKETING

## Departmental Research Seminar

### More Than Just (a) Number: Causes and Consequences of Different Conceptualizations of Multiple Team Membership By



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**Date : 12 Jun 2023 (MON)**  
**Time : 2:30 – 4:30 pm**  
**Venue : M802 & online via Zoom**

#### Abstract

Many employees are members of multiple teams, and research suggests that this may profoundly affect their stress experiences and work outcomes. We argue that progress in this research area has been hampered by a lack of clarity about what multiple team membership (MTM) is and how to conceptualize it. Prevailing conceptualizations of MTM have focused on the total number of teams an individual is a member of (MTM number). We identify how frequently employees shift their attention between different team contexts (MTM switching) and the extent to which they prioritize one membership over all others (MTM coreness) as alternative conceptualizations that better capture MTM's consequences for individuals. We analyzed the MTM characteristics of 1,345 knowledge workers involved in 4,329 project teams and examined the antecedents and consequences of the different MTM characteristics. The findings of our study help to clarify the potential benefits and detriments of MTM and advance the growing literature in this area.

**Prof. Gerben S. van der Vegt** is a full professor in Organizational Behavior at the Faculty of Economics and Business of the University of Groningen (The Netherlands). He holds a PhD in Organizational Psychology from the same university. He has published over 50 scholarly articles in outlets such as *Academy of Management Annals*, *Academy of Management Journal*, *Annual Review of Organizational Psychology and Organizational Behavior*, *Journal of Applied Psychology*, *Organization Science*, and *Personnel Psychology*. His research interests revolve around issues related to the effectiveness of individuals and teams, more recently focused on dynamic coordination and collaboration within and between teams in organizations. He received over 2 million Euro in funding for his research. He was vice dean of research of the Faculty of Economics and Business (2015-2021), associate editor of the *Academy of Management Journal* (2013-2016), and currently serves on the editorial boards of *Organization Science* and the *Academy of Management Journal*.

**All interested are welcome.**



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