THE HONG KONG POLYTECHNIC UNIVERSITY
DEPARTMENT OF MANAGEMENT AND MARKETING
Departmental Research Seminar

Disentangling the Effects of Experience-Based Faultlines on Team Performance: An Empirical Investigation in Electronic Sports Teams
By

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Time : 2 – 3:30 pm
Venue : M802 & online via Zoom

Abstract

To win in professional tournaments, the deliberate selection of team members with diverse experience is necessary to ensure an element of surprise while maintaining a certain degree of coordination. Building on the faultlines perspective, we posit experience-based faultlines as a focal determinant of team performance in eSports tournaments. Through a comprehensive review of extant literature, we derive a typology of experience attributes that are implicit to eSports teams and from which experience-based faultlines could emerge. Analyzing data gathered for a popular Multiplayer Online Battle Arena (MOBA) game on 71,195 teams, this study yields novel insights into how experience-based faultlines affect team performance. Particularly, we discovered an inverted U-shaped relationship between experience-based faultlines and team coordination effectiveness, which in turn exerts a significantly positive impact on team performance. Additionally, results revealed an inverted U-shaped relationship between experience-based faultlines and team coordination instability, which in turn exerts a significantly negative impact on team performance. Implications for faultlines theory, experience, and team coordination research are discussed.

Prof. Chee-Wee Tan is a Professor at the Department of Digitalization in Copenhagen Business School(CBS), an Honorary Professor of Business Analytics and Digitalization at the Nottingham University Business School China in the University of Nottingham Ningbo China (UNNC), an Adjunct Professor at the School of Business in Monash University, a Distinguished Research Scholar at the Faculty of Business in Lingnan University (LNU), a Guest Professor at the School of Management in the University of Science and Technology of China (USTC), and a Visiting Professorial Fellow at the School of Information Systems and Technology Management in University of New South Wales (UNSW). He received his Ph.D. in Management Information Systems from the University of British Columbia. His research interests focus on design and innovation issues related to digital services. His work has been published in leading peer reviewed journals such as *MIS Quarterly (MISQ)*, *Journal of Operations Management (JOM)*, *Information Systems Research (ISR)*, *Journal of Management Information Systems (JMIS)*, *Journal of the Association for Information Systems (JAIS)*, *European Journal of Information Systems (EJIS)*, and *Decision Support Systems (DSS)*, among others. Apart from his current appointment as a Senior Editor for *MISQ*, Chee-Wee has served or is currently serving on the editorial boards for *ACM Distributed Ledger Technologies: Research and Practice (DLT)*, *DSS*, *EJIS*, *Industrial Management & Data Systems (IMDS)*, *IEEE Transactions on Engineering Management (IEEE-TEM)*, *Information & Management (I&M)*, *Information Systems Journal (ISJ)*, *Internet Research (IntR)*, *Journal for the Association of Information Systems (JAIS)*, *Journal of Computer Information Systems (JCIS)*, *Journal of Management Analytics (JMA)*, and *JMIS*. Finally, Chee-Wee is the co-director of the joint research center between CBS and the Antai College of Economics and Management (ACEM) in Shanghai Jiao Tong University (SJTU) as well as the Vice President (Designate) of Publications for the Association for Information Systems (AIS).

All interested are welcome.

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