PERSONALITY AND GROUP DEVELOPMENT AS PREDICTORS OF GROUP DECISION MAKING

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Abstract

This study examines the effects of both personality characteristics and group development on group decision making. This randomized experiment compares the outcomes of a feedback condition, group members were publicly informed as to how their individual rankings of experts as well as how their group rankings of the items compared to the rankings of other groups from a previous study. Participants in the control condition answered questions in the same manner, but were not informed about the rankings of other groups. Results indicate that groups experienced the forming activity in the previous study had fewer internal group decision making differences and group development on decision making.

Introduction

The purpose of this study is to examine how expertise utilization affects group decision making, as well as the impact of group development on decision making. The existing literature has focused on the effects of individual personality characteristics on group decision making. However, little is known about how group development affects group decision making. Group development theory is an important construct in the study of group dynamics, and it is useful for understanding the role of group decision making.

Input Variables

Group Development

Feedback can help groups identify the member with the most expertise. This outcome focuses on group dynamics.

Mediating Variables

Method

Participants

Initial group differences in personality characteristics, expertise, and group development on decision making. Group development theory is an important construct in the study of group dynamics, and it is useful for understanding the role of group decision making.

Measures

In Abstract

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Discussion

There are several significant interactions among self-monitoring, relative to individual expertise and feedback. A significant interaction was found for 

additive process feedback (Mirels, Greblo, & Dean, 2002): "I have leadership processes..." 

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In mediation analysis, group members were publicly informed as to how their individual rankings of experts as well as how their group rankings of the items compared to the rankings of other groups from a previous study. Participants in the control condition answered questions in the same manner, but were not informed about the rankings of other groups. Results indicate that groups experienced the forming activity in the previous study had fewer internal group decision making differences and group development on decision making.

In Results

In a previous, similar study (Foster and Savicki, 2008), did not find any effect of feedback. In that study, participants in the feedback condition were informed about the performance of other groups in terms of the added value of their group decisions. However, in the current study, participants in the feedback condition were informed about the performance of other groups in terms of the added value of their group decisions.

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