

Diversity in workgroups and its impact on Innovation

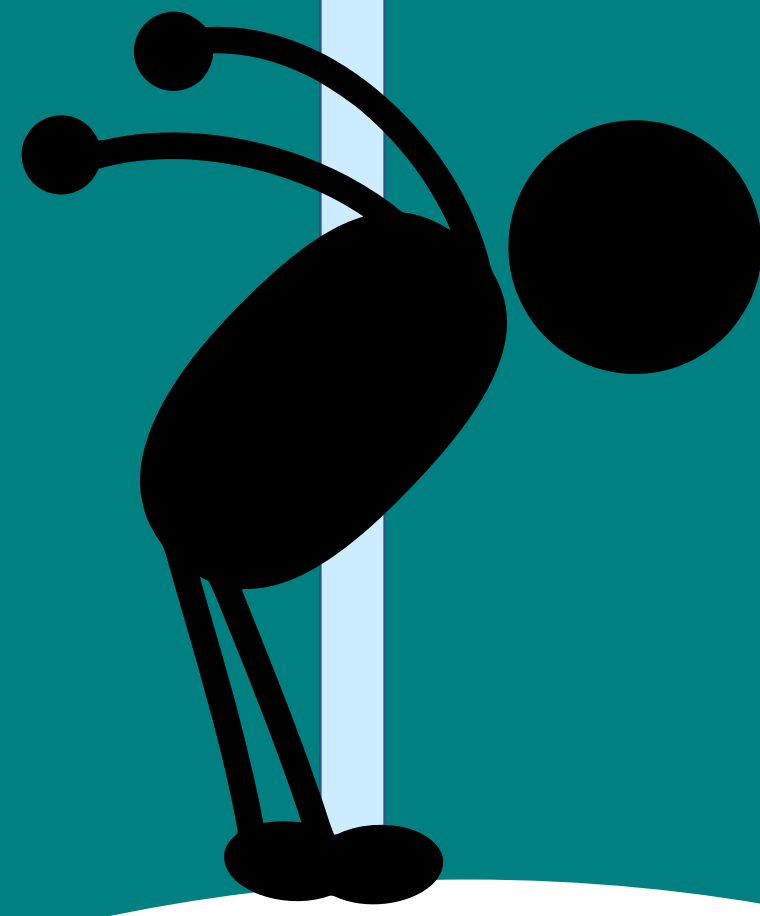


WHY ?

Changes in the workforce demography.

Steady increasing need of organizations for globalization and alliances. Jackson (1995)

DIMENSIONS OF DIVERSITY

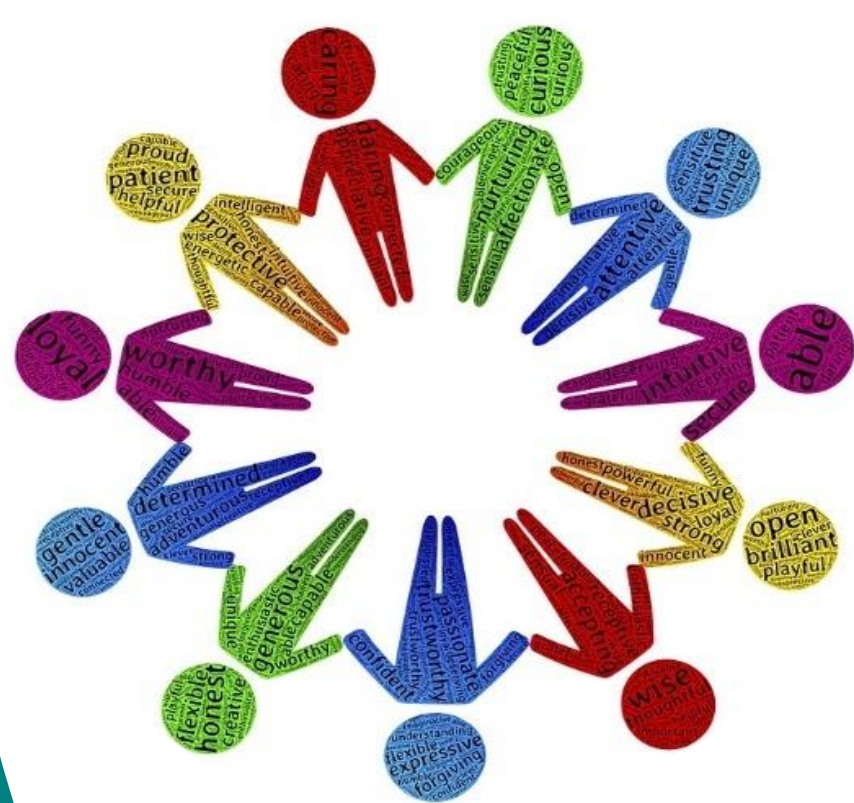


Demographic diversity



Cognitive diversity

The advantages and disadvantages of diversity and the dimensions of interest



ADVANTAGES

- Creativity
- Decision making / problem solving
- Individual growth
- Learning
- Combining knowledge
- Analytical thinking

DISADVANTAGES

- Time-consuming decision making process :
 - 'Hidden profile'
 - Similarity - attraction theory
 - Communication
- Conflicts
- Disagreements
- Dissatisfaction
- Competitive behavior
- Power / Status



FINDINGS

CONCLUSION

Governance

Diversity

Common objective

Team size

Empirical study on the effects of multidisciplinary work teams within the context of innovation contests



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