Embracing the Digital Workplace:
Exploring the Effects of Employee Online Collaboration Patterns on Individual Outcomes

By

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Date: 31 Jan 2018 (WED)
Time: 2:30 pm - 4:00 pm
Venue: M802

Abstract
Modern technologies have transformed the way employees work in contemporary organizations. A specific trend is that the development of information technology has fundamentally changed how people interact and collaborate with others. Specifically, organizations are increasingly using digital collaboration platforms (e.g., Slack, Trello, Asana, Teambition) to encourage more efficient collaborations among employees. Extracting data from online collaboration platforms, we take a novel approach to examine how the use of technology – online team collaboration tools – affects the way employees collaborate with one another, and how collaboration patterns affect their own performance. Specifically, using large amount data generated from online collaboration platforms over a period of one year, we apply social network theory to understand various collaboration patterns among employees and their implications for employee outcomes, including sales, job performance ratings, and turnover. Social interactions patterns can meaningful predict individual outcomes.

Dr Ning Li is an Associate Professor with tenure and Pioneer Research Fellow in the Department of Management and Organizations at The University of Iowa. Prior jointing the University of Iowa, he received a bachelor’s degree from Shanghai Jiao Tong University in management and received his Ph.D from Texas A&M university. His current research interests include big data in management, team collaboration, social network analysis, team leadership, citizenship behaviors, and proactive phenomena in organizations. His work appeals in many top-tier management and psychology journals as the Academy of Management Review, Academy of Management Journal, Academy of Management Annals, Journal of Applied Psychology, Personnel Psychology, Journal of Management, Harvard Business Review. His work has been reported by Harvard Business Review, Forbes, Business News Daily, Yahoo, and INC. Over the past several years, he has been invited to give research presentations by many top research universities. In 2015, he received Early Career Research Award from Tippie College of Business. He is currently an editorial board member at Journal of Applied Psychology and Journal of Organizational Behavior.

All interested are welcome.