



RESEARCH SEMINAR

NIDA Business School cordially invites you to

Trusting Teams Too Much: Uncovering Hidden Profiles by Teams and Markets



by

Assoc. Professor Boris Maciejovsky

Gary Anderson Distinguished Faculty Scholar

University of California, Riverside

20th December 2016 (Tuesday)

5:00PM – 7:00PM

*NIDA Business School ♦ Room 812
8th Floor, Boonchana-Auttakorn Building*

Abstract / Synopsis

A crucial challenge for organizations is to pool and aggregate information effectively. Traditionally, organizations have relied on committees and teams, but recently many organizations have explored the use of information markets. In this paper, the authors compare teams and markets in their ability to pool and aggregate information in a hidden profiles task. Study 1 demonstrated that teams outperformed markets in the absence of conflicts of interest among participants, whereas markets outperformed teams when conflicts of interest were present. Participants trusted teams to uncover hidden profiles more than markets. Study 2 generalized these findings, showing that although people reduced their level of trust in teams when conflicts of interest were present, they continued to trust them more than markets. Finally, Study 3 attributed the higher trust in teams to people's perception that teams were more natural and better overall, showed higher integrity and benevolence, and were judged as more transparent than markets.

About the Speaker

Professor Maciejovsky is an Associate Professor of Management, A. Gary Anderson Distinguished Faculty Scholar. Professor Maciejovsky received his Ph.D. in marketing from the Sloan School of Management at the Massachusetts Institute of Technology (MIT) and his doctoral degree in psychology from the University of Vienna. He was a faculty member at Imperial College London, the London School of Economics, the Max Planck Institute of Economics, and the Humboldt University of Berlin.

His research interests are in the area of decision-making in economic, social, and organizational contexts. He is particularly interested in developing novel laboratory paradigms that help to isolate important aspects of real-world phenomena in order to study how such features influence decisions, processes, and outcomes. His researches span across various fields, including marketing, economic, finance, strategy and organizational behavior; and he has published in top journals such as Management Science, Marketing Science, Strategic Management Journal, Organizational Behavior and Human Decision Processes, and the Journal of Personality and Social Psychology.

Registration

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