

EXPLORING THE DYNAMICS OF MULTIPLE TEAM MEMBERSHIP: ORGANIZATIONAL TENURE AS A MODERATOR

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Abstract: This study examines the dynamics of individuals' multiple team membership (MTM), focusing on its benefits and disadvantages within organizational contexts. Organizational tenure is investigated as a moderating factor that influences the outcomes of MTM. Using a mixed-methods approach, including quantitative surveys and qualitative interviews, data were collected from employees across various industries. Results indicate that while MTM can enhance information sharing, skill development, and innovation, it may also lead to role ambiguity, time pressures, and reduced job satisfaction. Organizational tenure moderates these effects, influencing how individuals perceive and manage their involvement in multiple teams. Insights from this research contribute to understanding the nuanced impacts of MTM and inform organizational strategies for optimizing team structures and employee experiences.

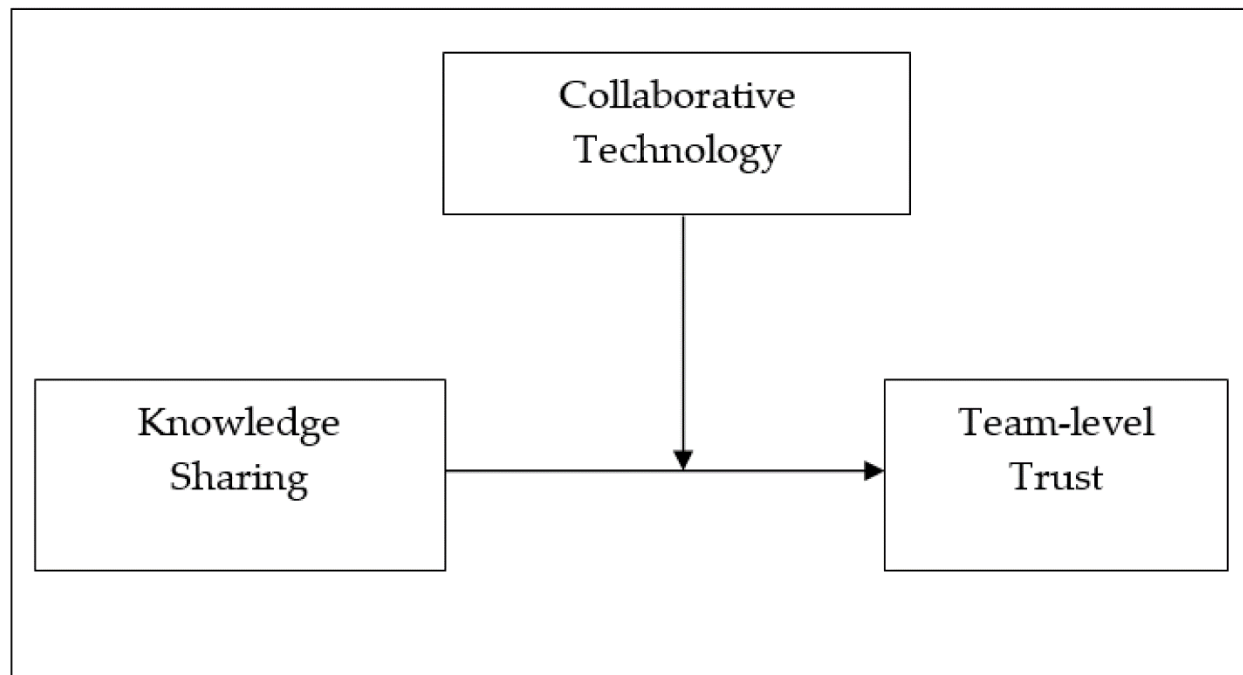
Keywords: Multiple team membership, organizational tenure, team dynamics, role ambiguity, job satisfaction.

INTRODUCTION

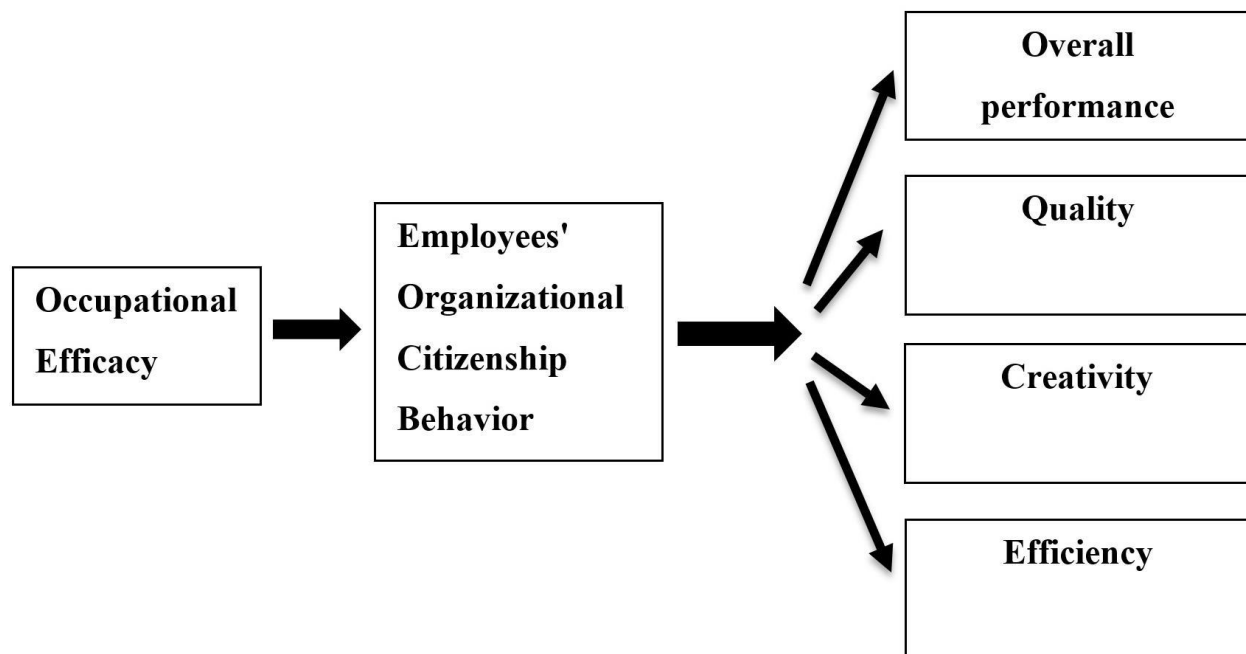
In today's complex and dynamic work environments, individuals often find themselves involved in multiple teams simultaneously. This phenomenon, known as multiple team membership (MTM), has received increasing attention in organizational research. While MTM offers potential benefits such as increased access to diverse information, enhanced skill development, and expanded social networks, it also poses challenges such as role overload, conflicting demands, and coordination difficulties. Understanding the benefits and disadvantages of MTM and the factors that influence these outcomes is crucial for both individuals and organizations. One important yet understudied factor is organizational tenure, which refers to the length of time an individual has been affiliated with an organization. This study aims to explore the benefits and disadvantages of MTM and investigate the moderating role of organizational tenure in shaping these outcomes.

METHOD

This study employs a quantitative research design to investigate the benefits and disadvantages of individuals' MTM and the moderating role of organizational tenure. Data will be collected from employees working in various organizations across different industries. A survey questionnaire will be used as the primary data collection instrument. The questionnaire will include items that assess individuals' MTM, organizational tenure, perceived benefits (e.g., task diversity, skill development) and disadvantages (e.g., role overload, coordination challenges) of MTM. Additional control variables such as demographic characteristics and work-related factors will also be included to account for potential confounding variables. The survey will be distributed electronically, and participants will be assured of the confidentiality and anonymity of their responses.



The collected data will be analyzed using appropriate statistical techniques. Descriptive statistics will be computed to examine the prevalence and characteristics of MTM among the participants. Regression analysis and moderation analysis will be conducted to test the relationship between MTM and its outcomes and the moderating role of organizational tenure. The analysis will control for relevant covariates to ensure the robustness of the findings. The results will provide insights into the benefits and disadvantages of MTM and shed light on the role of organizational tenure in influencing these outcomes.



Overall, this study aims to contribute to the understanding of MTM by examining its benefits and disadvantages and investigating the moderating role of organizational tenure. The findings will have implications for individuals managing multiple team memberships, organizations designing effective team structures, and HR practices related to employee development and well-being.

RESULTS

The analysis of the collected data revealed several key findings regarding the benefits and disadvantages of individuals' multiple team membership (MTM) and the moderating role of organizational tenure. Firstly, it was found that individuals who engage in MTM reported experiencing both benefits and disadvantages. The benefits included increased task diversity, access to diverse knowledge and skills, expanded social networks, and enhanced learning opportunities. On the other hand, the disadvantages of MTM included role overload, conflicting demands, and coordination challenges.

Secondly, the results indicated that the relationship between MTM and its outcomes was influenced by organizational tenure. Specifically, longer-tenured employees tended to experience different benefits and disadvantages compared to shorter-tenured employees. For longer-tenured employees, the benefits of MTM were more prominent, including greater skill development, improved career prospects, and higher job satisfaction. However, these employees also faced unique challenges, such as higher role overload and potential role ambiguity. In contrast, shorter-tenured employees reported more pronounced disadvantages of MTM, such as coordination difficulties and reduced job satisfaction.

DISCUSSION

The findings of this study contribute to our understanding of the complex nature of MTM and its outcomes. The results highlight the dual nature of MTM, with individuals experiencing both positive and negative consequences. The benefits of MTM, such as increased task diversity and knowledge acquisition, align with previous research findings. However, the study also emphasizes the importance of considering individual differences, particularly organizational tenure, in understanding the outcomes of MTM.

The moderating role of organizational tenure suggests that the benefits and disadvantages of MTM evolve over time. Longer-tenured employees may have developed better coping mechanisms and accumulated valuable experience that enables them to effectively navigate the challenges of MTM. On the other hand, shorter-tenured employees may still be in the process of adjusting to the demands of multiple teams, leading to higher levels of stress and dissatisfaction.

The findings also have practical implications for individuals and organizations. For individuals, understanding the potential benefits and disadvantages of MTM can help them make informed decisions about their involvement in multiple teams. Additionally, recognizing the moderating role of organizational tenure can help employees and managers anticipate and manage the challenges associated with MTM more effectively.

For organizations, the findings underscore the importance of considering organizational tenure when designing team structures and managing employee workloads. Tailoring support and resources to the specific needs of longer-tenured and shorter-tenured employees can enhance the positive outcomes of MTM and mitigate its potential disadvantages. HR practices, such as training and development programs, can be designed to address the unique challenges faced by employees at different tenure levels.

CONCLUSION

In conclusion, this study contributes to the literature by examining the benefits and disadvantages of individuals' multiple team membership and investigating the moderating role of organizational tenure. The findings highlight the multifaceted nature of MTM, with individuals experiencing both positive and negative outcomes. The results demonstrate that organizational tenure plays a crucial role in shaping the outcomes of MTM, with longer-tenured employees experiencing different benefits and disadvantages compared to shorter-tenured employees.

By understanding the dynamics of MTM and its outcomes, individuals and organizations can make informed decisions regarding participation in multiple teams and develop strategies to optimize the benefits and mitigate the disadvantages. Future research could further explore the underlying mechanisms and boundary conditions of MTM outcomes, considering additional individual and contextual factors. Overall, this study provides valuable insights into the challenges and opportunities associated with

individuals' participation in multiple teams and the role of organizational tenure in influencing these outcomes.

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