

**Multiple Team Membership: A relational Perspective on the Leap from
Burnout to Innovation/ MTM REL**

Project number: PN-III-P1-1.1-TE-2019-1824

Scientific and technical report – September – December 2020

I. Summary of the intermediary project stage

By building on the Job Demand-Resources Model and the Social Interdependence Theory, we argue that multiple team membership/ MTM can bring important organizational benefits (innovation) due to context variety, but also severe drawbacks (burnout) due to context switching and cognitive load. Therefore, the project aims to employ experimental and intensive longitudinal designs in order to empirically explore:

- (1) the association between MTM and burnout, its mechanisms and contingencies
- (2) the association between MTM and innovation, its mechanisms and contingencies; and
- (3) design a simulation/ serious game that is able to trigger the MTM related dynamics for research and training purposes.

Here below we present the progress during the first intermediary stage of the project (September – December 2020).

Table 1. Summary of the activities planned and executed in this project stage, along with deliverables

Year	Objectives	Activities	Deliverables	Status of accomplishment
2020	Objective 1 (WP1): Explore the association between MTM and burnout, its mechanisms and contingencies (to be continued in 2021 and 2022)	WP1. A1. Literature search and refining the research protocol for studies 1.1, 1.2	1) conceptual framework for Studies 1.1 and 1.2; 2) research protocols for Studies 1.1 and 1.2; 3) data collection and organizing the data base for Study 1.1. (will continue in 2021)	1. 100% accomplished for this project stage 2. 100% accomplished for this project stage 3. 100% accomplished for this project stage
		WP1. A2. Recruiting participants for study 1.1 and start of data collection (will continue in 2021)		
		WP1. A3. Recruiting participants for study 1.2 and start of data collection (will continue in 2021)		
	WP3. Project management and results dissemination (to be continued in 2020/21)	WP3. A1. Project management activities (to be continued in 2020/21)	4. web platform	4. 100% accomplished for this project stage

	continued in 2021 and 2022)	WP3. A4. Creating and updating the web platform for the project (to be continued in 2019)		
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III. Scientific and technical report on the goals set for the intermediary stage of the progress (September – December 2020)

Objective 1/ WP1: Explore the association between MTM and burnout, its mechanisms and contingencies (to be continued in 2021)

Results: 1) conceptual framework for Studies 1.1 and 1.2; 2) research protocols for Studies 1.1 and 1.2; 3) data collection and organizing the data base for Study 1.1. (will continue in 2021)

Degree of accomplishment: 100%

Study 1.1. Experience sampling study

This study is anchored in the Job Demands and Resources Model and aims to explore the association between individual level MTM (via different operationalizations) and burnout, via several mechanisms. At this point, the design was clarified, and all the scales for measuring the study variables have been identified and translated in Romanian, following the standard procedure. The target sample was set for employees currently working in two or multiple teams. Data collection started and is expected to end in 2021.

Study 1.2. Longitudinal study

This study is also anchored in the Job Demands and Resources Model and aims to explore the association between individual level MTM (via different operationalizations) and burnout, as well as the moderating role of several personal and relational resources. At this point, the design was clarified, and all the scales for measuring the study variables have been identified and translated in Romanian, following the standard procedure. Data collection will start in 2021.

Study 1.3. Additional study

An additional study was designed in order to explore the relation between MTM indicators and team level well-being (i.e. team work engagement, team burnout etc.). 146 employees nested in 54 teams working in various fields such as: IT (38.8%), HR (17.7%), production/logistics (15%), and commercial field (12.2%) currently filled the study survey. Preliminary data show a positive association between the

average number of teams that team members are part of and team work engagement, moderated by the degree of virtual communication. Data collection will continue in 2021.

Dissemination of project results:

Via the project website:

<http://woprc.ro/projects/multiple-team-membership-a-relational-perspective-on-the-leap-from-burnout-to-innovation>

Date

24.11.2020

Project Coordinator

Lect. Dr. Oana C. Fodor

