Annotated Bibliography Sheet for **Scholarly Articles**

Please read each article carefully before coding. Please read each question here carefully and then type your answer on the line next to the question. Please answer as many questions as possible for each paper.

<table>
<thead>
<tr>
<th>Your last name:</th>
<th>Moore</th>
</tr>
</thead>
<tbody>
<tr>
<td>Article Year:</td>
<td>2010</td>
</tr>
<tr>
<td>Article Title:</td>
<td>The Paradox of Intragroup Conflict: A Meta-Analysis</td>
</tr>
<tr>
<td>Author(s)' Last Name(s):</td>
<td>De Wit, Greer, Jehn</td>
</tr>
<tr>
<td>Journal Name:</td>
<td>Journal of Applied Psychology vol 97: iss: 2 pgs 360-390</td>
</tr>
<tr>
<td>Article Keywords:</td>
<td>Meta-analysis, group performance, relationship conflict, task conflict</td>
</tr>
</tbody>
</table>

1. **Type of article**
   - 1B. Empirical Paper
   - 1b. Theoretical/concept paper
   - 1c. < 4 page notes/others

2. **Type of article 2**
   - 2A. Quantitative research

3. **Hypotheses, Research Questions, and/or Propositions**
   - a. The effects of the 3 types of intragroup conflict may differ across different outcome categories.
   - b. Research has found that task conflict impairs both proximal and distal group outcomes.
   - c. Negative effects of process conflict occur from task delegation or role assignment.
   - d. Task conflict is said to be more positively related to group outcomes when it doesn’t occur with relationship conflicts.
   - e. We expect task conflict to be more negatively related to group outcomes when it occurs w/ process conflicts.

4. **Type of data (could be more than 1)**
   - a. questionnaire
   - b. intensive interview
   - c. documents
   - e. existing statistical information
   - f. observations
   - g. laboratory manipulations

5. **Research Design**
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<table>
<thead>
<tr>
<th># of participants</th>
<th>116</th>
</tr>
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<tbody>
<tr>
<td>Longitudinal study (Y/N)</td>
<td>Y</td>
</tr>
<tr>
<td># of groups</td>
<td>2</td>
</tr>
<tr>
<td>Data analysis method(s)</td>
<td>Meta-analysis</td>
</tr>
<tr>
<td>Location of study</td>
<td>Organization level</td>
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6. Choose 3 most important variables in this article, define each, and give the measures.

   a. Task conflict: happens in a group and is focused around the task at hand.
   b. Relationship conflict: deals w/ interpersonal conflict between the people of the group.
   c. Process conflict: highly personal conflicts amongst member or members of the group.

3. Major findings/results

   1) 3 distinct types of process conflict were found, including conflict surrounding work method or approach, scheduling or timing issues, and member contribution or workload distribution.

   2) research suggest that all forms of conflict may have a negative effect on group outcomes and proximal outcomes in particular but that this negative effect can be reduced and even reversed under certain conditions.

   3) Overall, we found that the three types of conflict are more negatively related to proximal group outcomes than to distal group outcomes (i.e. group performance). For several proximal outcomes, such as group member satisfaction and cohesion, we found that the relationships are less negative for task conflict as compared to process and relationship conflict. Similarly, we found that for task conflict, the overall association with group performance is neither negative nor positive, whereas the overall association of relationship and process conflict with group performance is more uniformly negative.

   4) The effects of conflict are better understood by the contingency approach.
   a. 
   b. 
   c. 
   d. 
   e. 

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