



## RESEARCH SEMINAR

*NIDA Business School cordially invites you to*  
**Gender, Task Conflicts, and Intercultural Collaborations**



by  
**Roy Chua**  
*Lee Kong Chian School of Business  
Singapore Management University*  
**14 May 2016 (Saturday)**  
**10am to 12pm**  
*NIDA Business School (8<sup>th</sup> Floor Meeting Room)*

### **Abstract / Synopsis**

Although working across cultures is commonplace in the global economy, as a field, we know little about how gender influences intercultural collaborations. This study investigates the role of gender in dyadic intercultural collaboration, examining how gender and cultural composition of dyads interact with task conflicts to predict collaborative creativity. According to social dominance theory and gender research, men are more assertive, tend to show more intergroup bias, and are more strongly oriented toward intergroup conflict and competition than are women. Thus, we theorize that when collaborating with male partners, individuals would experience more task conflicts; and males compared to females would perceive more task conflicts when collaborating with foreign partners (out-group members). Consequently, we expect task conflict to decrease creativity in intercultural male-male collaborations. However, in female same-sex intercultural collaborations, task conflict has a positive relationship with the creative outcome because women are better at handling intercultural conflicts than men. This research sheds light on gender differences in managing cross-cultural conflicts and collaborations. It appears that women are better at harnessing the power of task conflicts for creativity benefits than do men when working across cultures.

### **About the Speaker**

Roy Chua is an Associate Professor of Organizational Behavior and Human Resources at the Singapore Management University (SMU) Lee Kong Chian School of Business. Prior to joining SMU, Roy was on the faculty of Harvard Business School where he taught the core Leadership and Organizational Behavior (LEAD) course in the MBA program as well as the executive education program on talent management. Roy's research draws on human psychology to understand important social processes in business organizations. In his primary stream of research, he studies how multicultural interactions in a globalized workplace influence creativity and innovation. He is an active management scholar and has published in leading academic periodicals such as the Academy of Management Journal, Organizational Behavior and Human Decision Processes, Journal of International Business Studies, and MIT Sloan Management Review. In 2014, Roy was presented the "Best Article Award" by the Academy of Management Journal (AMJ) for his paper entitled "The cost of ambient cultural disharmony: Indirect intercultural conflicts in social environment undermine creativity". Outside academic research, Roy is active in executive teaching. He has given lectures to various companies including Goldman Sachs, Shangri La Hotel, Hitachi, DBS Bank, Deutsche Bank, and Temasek Holdings. Roy received a BSc in Computer and Information Sciences (First Class Honors) from the National University of Singapore and a PhD in Management from Columbia Business School.

### **Registration**

*Kindly make your reservation by 12 May 016 by sending an email to Ms. Intira Jedsadapitak at [ijedsadapitak@gmail.com](mailto:ijedsadapitak@gmail.com) or at 02-727-3937. We look forward to seeing you at this event!*

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