

Workplace Humor and Creativity in It Teams: A Conceptual Framework

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Abstract : All of us know what it is like to experience humor. Humor and laughter are universal aspects of human experience, occurring in all cultures and virtually in all individuals throughout the world. For people today, the workplace is associated more with the cubicles they sit, than with the co-workers around them. With reference to the current generation and the work context, the paper aims to understand the concept of humor at the workplace and its influence on team creativity in organizations. Humor is a multi-disciplinary topic that has been investigated for many years by researchers from fields such as anthropology, psychology, physiology and linguistics but significantly less thoroughly by management researchers. Researchers in the field of creativity also had their initial focus on the individual differences leading to creativity. Although the studies yielded some important findings regarding creative people, it provided the little help to practitioners in helping people develop creativity and almost ignored the role of social environment in enhancing creativity. After a review the relevant literature of the key variables, a theoretical framework is proposed linking workplace humor, emotional contagion, and team creativity. The findings of the study are expected to help academicians gain clarity on Workplace Humor for future research.

Keywords : emotional contagion, humor, team creativity, workplace humor

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