

Team Workforce Diversity and Team Outcomes: A Meta-Analytic Review

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Abstract : This study was carried out a meta-analysis on team workforce diversity and team outcomes. Using data from 3,534 teams in 13 studies conducted in team-level settings, we examined whether contextual factors at research local and team-size, influenced team outcomes of team workforce diversity. This meta-analytic examines the team workforce diversity and team outcomes. 13 studies included in the analysis are studies published from 2009 to 2014. We first examined the correlations between all types of diversity and team performance, significant result (Fisher's $Z = .112$, $k = 32$, 95% CI = 0.039 to 0.183). After the analysis was conducted to moderating effect of research local (Republic of Korea=1, other area=0) and team-size. As a result, research local moderating effect had a significant but team-size was not supported. Based on the above findings suggest implications and future research directions.

Keywords : team workforce diversity, team outcomes, meta- analytic, cross-cultural research

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