

Business Distinguished Scholar Seminar Series

Disentangling the Effects of Experience-Based Faultlines in E-sports Teams: An Empirical Analysis Using Auto-Regressive Integrated Moving Average Modelling

Electronic sports (e-Sports) is gaining popularity with more and more individuals participating as players or spectators. To win in professional tournaments, the deliberate selection of team players with diverse experience is necessary to ensure an element of surprise while maintaining a certain degree of coordination. Building on the concept of faultlines as our theoretical lens, we posit experience-based faultlines as a focal determinant of team performance in e-Sports tournaments. Through a comprehensive review of extant literature, we derive a typology of experience attributes that are implicit to e-Sports teams and from which experience-based faultlines could emerge. Analyzing data gathered from a leading e-Sports platform on 71,195 teams, this study yields novel insights into how experience-based faultlines affect team performance. Particularly, we discovered an inverted U-shaped relationship between experience-based faultlines and team coordination effectiveness, which in turn exerts a significantly positive impact on team performance. Additionally, results revealed an inverted U-shaped relationship between experience-based faultlines and team coordination instability, which in turn exerts a significantly negative impact on team performance. Implications for faultlines theory, experience, and team coordination research are discussed.



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Chee-Wee Tan is a Professor at the Department of Digitalization in Copenhagen Business School (CBS), an Honorary Professor of Business Analytics and Digitalization at the Nottingham University Business School China in the University of Nottingham Ningbo China (UNNC), a Distinguished Research Scholar at the Faculty of Business in Lingnan University (LU), a Guest Professor at the School of Management in the University of Science and Technology of China (USTC), a Senior Research Fellow at the Weizenbaum Institute for the Networked Society as well as a Visiting Professorial Fellow at the School of Information Systems and Technology Management in University of New South Wales (UNSW). He received his Ph.D. in Management Information Systems from the University of British Columbia. His research interests focus on design and innovation issues related to digital services. His work has been published in leading peer-reviewed journals such as *MIS Quarterly (MISQ)*, *Information Systems Research (ISR)*, *Journal of Management Information Systems (JMIS)*, *Journal of the Association for Information Systems (JAIS)*, *Journal of the American Society for Information Science and Technology (JASIST)*, *European Journal of Information Systems (EJIS)*, and *Decision Support Systems (DSS)*, among others. Apart from his current appointment as a Senior Editor for *MISQ*, Chee-Wee is currently serving on the editorial boards for *Industrial Management & Data Systems (IMDS)*, *IEEE Transactions on Engineering Management (IEEE-TEM)*, *Information & Management (I&M)*, *Internet Research (IntR)*, *Journal for the Association of Information Systems (JAIS)*, *Journal of Computer Information Systems (JCIS)*, and *Journal of Management Analytics (JMA)*. In addition, Chee-Wee has served in various editorial capacities for special issues at *Decision Support Systems (DSS)*, *I&M*, and *JMIS*. Finally, Chee-Wee is the co-director of the joint research center between CBS and the Antai College of Economics and Management (ACEM) in Shanghai Jiao Tong University (SJTU).



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Time: 14:00 – 15:30 (HK Time)

Venue: Zoom meeting  Meeting ID: 919 2250 8151

Please join Zoom Meeting, link: <https://lingnan.zoom.us/j/91922508151>

Language: English

*** All are Welcome ***