Abstract

We propose a new conceptualization of work team climate. According to it, work team climate refers to the pattern of employees’ perceptions of their team. From this conceptualization, team climate is a configurational property, where dispersion dimensions have an important role to play. We review empirical research on the antecedents and consequences of within-team dispersion in climate perceptions. Finally, we draw a number of practical implications stemming from the proposed conceptualization and the reviewed research outcomes.

Keywords

Organizational climate, Work teams, Climate strength, Non-uniform patterns.