

DISSERTATION PROPOSAL

Perils of High-Status: The Effect of Group Status on Information Sharing

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Although a significant amount of research exists on how the status of a group affects intergroup behavior, and how the status of individuals influences their behavior toward other individuals, little is known about how intergroup status might affect intragroup processes. In this dissertation, I propose that group status affects the competitive orientation of its members and therefore influences information sharing in groups. Study 1 shows that high-status groups composed of high-status individuals share less information than low-status groups, and therefore obtain less effective outcomes. Study 2 is proposed to examine the psychological mechanism underlying the effect of group status, testing the prediction that high-status groups will be more competitively oriented than low-status groups. In Study 3, the proposed relationships among group status, competitive orientation, and information sharing will be tested using organizational field data. The combination of the completed and proposed studies will have implications for improving our understanding of how group characteristics determined in relation to other groups and within a broader social system influence intragroup processes, and how organizations and managers may get the best out of high-status groups.