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group dynamics. the literature on team formation and teams is mainly concerned with the effects of task orientation and task engagement on team coordination and group performance (abele, 2005 ; burke, 1947 ; o'neill, 2009 ; whittaker, 2006). however, if we conceptualize the awps as a cluster of team planning routines, we can extend this body of literature by specifying the conditions that facilitate the planning of work and help teams to reflect on their own activities in a way that increases their learning and improves their chances of achieving their goals. this theoretical extension is important because (1) team members have to collaborate to work together, not merely to achieve their goals or tasks but also to achieve a collective goal, such as providing a specific service or a specific type of product, and (2) the learning potential of the team increases with its effectiveness. therefore, research on the influence of awps on team effectiveness may have an impact on project management and leadership literature. team structure and composition. the values associated with agile practices are positive and sustainable and may have a positive impact on team dynamics (murphy & selanikio, 2018). scrum values are related to the development of trust (gladwell, 2002), the provision of psychological safety (brown & eisenhardt, 1997), the recognition of the team member's individual skills (beck et al. this question will be examined using a multisource scale (dsq-ivr; frankl, 1992). each worker of the team is asked to rate the team leader's behavior in ten awps and the worker's perception of eight awps on a five-point likert scale. individual worker ratings are averaged to create the team-leader ratings (i.e., team consensus), and rater agreement (i., consensus) is calculated by averaging individual rater agreement across the team members (i., multisource agreement, baron & kenny, 1986). the team-leader ratings and individual rater agreement will be compared to assess the extent to which the team leaders of different firms practice the four awps, and the multisource ratings will be compared with each other to quantify rater agreement.

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