

**Relationships among Geographic Dispersion, Team Processes, and Effectiveness in Software Development Work Teams**

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Catherine Durnell Cramton  
George Mason University

Sheila Simsarian Webber  
University of Southern Maine

Abstract

This study examines the relationships among geographic dispersion, team processes, and effectiveness in teams carrying out software development work. Geographically dispersed teams have become prevalent in many knowledge and service-based organizations. However, researchers have not established the nature of the associations among geographic dispersion, team processes and team effectiveness for real teams operating in organizations to carry out particular tasks. This paper uses the sociotechnical systems perspective to orient exploration of this question. A study was conducted of 218 members of 39 software development work teams. Results show that geographic dispersion significantly and negatively relates to work processes and team effectiveness.