

**SITUATION INVISIBILITY AND ATTRIBUTION
IN DISTRIBUTED COLLABORATIONS**

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ABSTRACT

This paper expands theoretical and empirical understanding of interpersonal relationships under distributed conditions by highlighting the importance and consequences of situation invisibility. In a laboratory study, we demonstrate that distributed teammates are significantly more likely than collocated teammates to make internal dispositional attributions rather than situational attributions concerning negative partner behavior because of situation invisibility. These dispositional attributions in turn affect relational outcomes such as satisfaction and cohesion. We also demonstrate the impact of situational explanations as an antidote to situation invisibility.