

CIFREM SEMINARS

AN EXPERIMENTAL APPROACH TO ORGANIZATIONAL COORDINATION: A REVIEW OF THE LITERATURE AND SOME RESULTS

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Within organizational studies, the use of laboratory experiments to study coordination has often been neglected in favor of more traditional methods like case studies and surveys. Economic experiments were seen as sacrificing realism for rigor, and were considered too simplistic to capture the complexity of actual organizations. Contrary to the prevailing view, and in line with recent contributions (Weber 2000, Weber and Camerer 2003), we submit that economic experiments have clearcut advantages over more traditional field studies and, most importantly, they can help bridge the gap between different methodological traditions, contributing to shed light on the institutional mechanisms favoring organizational coordination. In the talk I will briefly illustrate the different approaches to the study of coordination problems, and will review a selection of experimental results on coordination games that may be particularly relevant for organizational design purposes. The last part of the talk will present some experimental results on the role of real effort and group pride in fostering coordination in the weak link game.

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