

Developing the conceptual framework for factors influencing virtual team collaboration in the “new normal” era

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Abstract:

Remote working has become more prevalent in many firms as a result of digitization and global company expansion. While there are many studies in traditional management research mentioning collocated team cooperation, there is a lack of study on variables impacting team collaboration in the virtual environment, particularly during the “new normal” period. The purpose of this paper is to provide a comprehensive conceptual model of the elements influencing the quality of virtual team collaboration. Four hypothesis and four accompanying factors are proposed including trust and interpersonal relationships, shared understanding, e-leadership, and collaborative technology, in which e-leadership and collaborative technologies are two emerging factors. This conceptual model helps future researchers conduct empirical research that improves the current understandings of antecedents of remote collaboration. For practitioners, better insights into which components contribute to disperse team cooperation helps business leaders and teleworkers enhance team performance in virtual settings.

Keywords: *Virtual team, collaboration, team performance.*