

Abstract

As a result of the increasing number of IoT systems in industrial organizations, the way teams are composed is changing. Specifically, collaborative forms in various working environments are subject to transformation, fostering unstable membership within teams (i.e., fluid teams). To investigate the relationship between IoT implementation and the prevalence of fluid teams, we conducted an experimental vignette study (N = 1,001). Our results indicate that (1) the degree of IoT implementation has a highly significant impact on the utility to create team fluidity and (2) the type of tasks does not moderate this relationship. Our study provides relevant theoretical implications by fostering an integrated understanding of the interplay of IoT systems and resulting changes at team level. Furthermore, we discuss our results through the lens of theory of affordance, focusing on affordance existence and perception.