

SCIENTIFIC ADVISOR'S REFERENCE

Program:	MITIM
Student:	Nadezhda Sheynina
Title of thesis:	Factors Influencing Creativity in Multi-cultural Virtual Team Projects

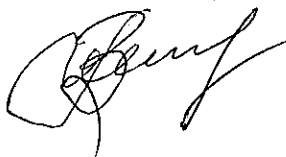
<p>Justification of the topic choice. Accuracy in defining the aim and objectives of the thesis. Justification of the topic choice; accuracy in defining the aim and tasks of the thesis; originality of the topic and the extent to which it was covered; alignment of the thesis' topic, aim and objectives.</p>
<p>Master thesis of N. Sheynina is devoted to investigation of complex and urgent issue related to the management of creative behavior in multi-cultural virtual teams. Creativity is crucial factor for innovation, and multi-cultural virtual team is new organizational form of the work which is inherent the knowledge economy.</p> <p>Research problem, purpose and objectives match each others. Originality of the research is that the author chose insufficiently explored object of the study. Research findings contribute to the study of creative behavior and its impact on team performance.</p>
<p>Structure and logic of the text flow. Logic of research; full scope of the thesis; alignment of thesis' structural parts, i.e. theoretical and empirical parts.</p>
<p>The paper is well structured. The first part is theoretical; all key concepts are defined. The second part is methodological; the paper includes all required elements of research methodology. The third part presents the results of conducted empirical research. Theoretical and empirical parts are well balanced.</p>
<p>Quality of analytical approach and quality of offered solution to the research objectives. Adequacy of objectives coverage; ability to formulate and convey the research problem; ability to offer options for its solution; application of the latest trends in relevant research are for the set objectives.</p>
<p>Research hypotheses are formulated based on previous studies in the field. The methods of data collection and analysis match each other. The quality of data analysis meets all requirements of quantitative research. Research findings are applicable to following-up research in this field as well as to the practice of managing multi-cultural virtual teams.</p>
<p>Quality of data gathering and description. Quality of selecting research tools and methods; data validity adequacy; adequacy of used data for chosen research tools and methods; completeness and relevance of the list of references.</p>
<p>Research tools and methods meet requirements of quantitative research design. Sample (N = 175) is enough for using SPSS analytical tools. Data is obtained on the basis of questionnaire survey. The questionnaire is designed correctly.</p> <p>The list of literature is sufficient to disclose the topic and to obtain adequate results.</p>
<p>Scientific aspect of the thesis. Independent scientific thinking in solving the set problem/objectives; the extent to which the student contributed to selecting and justifying the research model (conceptual and/or quantitative), developing methodology/approach to set objectives.</p>
<p>The paper includes research model developed by N. Sheynina. Research model and research tools match each other.</p> <p>The purpose of the study has been reached. The hypotheses have been tested correctly.</p> <p>Research is independent and complete.</p>
<p>Practical/applied nature of research. Extent to which the theoretical background is related to the international or Russian managerial practice; development of applied recommendations; justification and interpretation of the empirical/applied results.</p>
<p>Research findings can be applied to the international managerial practice with focus on knowledge-intensive firms.</p> <p>The main comment is that the author does not clearly formulate recommendations for using research findings in managerial practice.</p>
<p>Quality of thesis layout. Layout fulfils the requirements of the Regulations for master thesis preparation and defence, correct layout of tables, figures, references.</p>
<p>Layout fulfils the requirements of the regulations for master thesis preparation and defence; layout of tables, figures and references also fulfils the requirements.</p>

The Master thesis of Nadezhda Sheynina meets the requirements for master thesis of MITIM program thus the author of the thesis can be awarded the required degree.

18.06.2012

Scientific Advisor:

Professor, head of OB&HRM Department

A handwritten signature in black ink, appearing to be 'Vera Minina', written in a cursive style.

Vera Minina