

The Heterogeneous Endowment Effect on Team Performance: A Social Behavior Experiment

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ABSTRACT The researchers designed three human behavior experiments involving public good games and recruited 126 students from the Central South University in China to participate in this experiment. The researchers studied the effect of introducing heterogeneity of initial resource endowment on team performance in a laboratory setting. The results showed that it is practical to achieve the cooperative goal by the means of alliance for a cooperating project. The differences of total resource investment and average resource sharing proportion between teams with heterogeneous resource endowment show a decreasing trend. The individuals' cooperative decision-making not only depends on their own resource endowment, but also on others' resource endowment in the cooperation of public goods supply. Additionally, individuals with richer resource endowments have lower willingness to cooperate, while the ones with poorer resource endowments are more willing to cooperate. Furthermore, the deviation of average resource sharing proportion is going to be less.