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## Intergenerational Organizational Culture and the Functioning of Research Groups: Evidence from the University of Barcelona

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### Abstract

Research groups in university settings play a central role in the production and development of scientific knowledge, with a clear impact on both economic and social progress. However, the internal processes through which knowledge is created and shared within these groups remain insufficiently examined in the literature.

In particular, factors such as team composition, researchers' expectations and perceptions, and patterns of interaction are key to understanding how these groups function and how their collective performance can be improved.

This study is part of the COIIN project (Intergenerational Organisational Culture in Research Centres and Teams at Spanish Universities), which explores the relationship between intergenerational organisational culture and the functioning and outcomes of research teams in higher education.

Drawing on data from 224 researchers at the University of Barcelona, collected through an online self-administered questionnaire, the study focuses on intergenerational dynamics and practices relevant to both individual and collective professional development, as well as their perceived impact on everyday research practices.

The findings are expected to provide empirical evidence on how intergenerational factors shape the organisational culture of research groups, offering insights that may support more informed decision-making in academic environments, with implications for both academic research and the management of university teams.

**Keywords:** Intergenerational organisational culture; Research groups; Higher education; Intergenerational dynamics; Knowledge management