

Propositions accompanying the thesis

Team functioning in rural Chinese hospitals

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1. The local context not only facilitates the communication between locals but also produces integration difficulties for nonlocals in rural Chinese hospitals. (This thesis)
2. Similar team members and leaders tend to interact with each other more freely, which is conducive to team effectiveness in rural Chinese hospitals. (This thesis)
3. Speaking up and silence are not affirmatively opposite. Nonetheless, expressing one's own ideas plays a more important role in team functioning than keeping silent in rural Chinese hospitals. (This thesis)
4. Generational diversity does not impact team functioning in rural Chinese hospitals. (This thesis)
5. Rural Chinese hospitals are inclined to (re)design team input elements to improve team functioning; however, the introduction of multidisciplinary teams emphasises the importance of optimising team processes. (This thesis)
6. Meticulousness, cultivated by my nine-year ophthalmologist experience, benefits quantitative data analysis while occasionally causing unnecessary worries about uncertainty.
7. The trees planted by the previous generation will not provide shade for next generations unless trimmed.
8. Emphasis on teamwork and collectivism may inhibit individuals' goal attainment.
9. Speech is golden, silence is silver.
10. "Too many cooks spoil the broth" (George Gascoigne, 1575) unless led by a chef.
11. Diversity in terms of age, gender, background and time zones in a supervision team enhances the quality of a PhD trajectory.