

**A FACTOR ANALYSIS STUDY ON TEAM COOPERATION QUALITY  
OF UNIVERSITY FACULTIES IN TAIWAN  
– DARK SIDE EFFECTS OF RELATIONSHIPS ON TEAM COHESION –**

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**ABSTRACT**

This study was conducted to identify the factors inspiring team cooperation among universities in pursuit of teaching quality improvement. Data were collected from 146 faculty members belonging to 18 universities in Taiwan, who participated in inter-instituted cooperative projects for teaching quality improvement. The research findings revealed that both trust and commitment among the faculties created significant effects on the team cohesion in faculty collaboration communities. The trust factor was also a very significant moderating factor to faculty team cohesion; whereas, the commitment factor was approved not to act the role as moderating factor. Critically, this study concluded that the dark side of relationships created different effect on the team cohesion of faculty members' collaboration from other sample communities because that university faculty members, as social elites, usually possess well-educated backgrounds and socio-economic status. This study suggested future studies to further address the inner structural mechanism of cooperation factor mechanism through qualitative research methodologies and various research scenarios.

**Key Words:** Dark side of relationship, Inter-institutional collaboration, Higher education.