

## **The Dynamics of Interdependence in Organizations**

**Dean Tjosvold<sup>1</sup>**

*Simon Fraser University*

*A model is developed that stipulates that task, roles, and reward distribution of organizational structure, perceived goal interdependence, patterns of behavior, and corporate values and interpersonal attitudes form causal loops, and mutually reinforce and sustain each other. Positive and negative goal interdependencies and independence have been identified and result in much different dynamics and outcomes. Studies overall indicate that positive interdependence promotes coordination and productivity. Research is needed to determine generalizability of these findings and to identify the purposes and situations when negative interdependence and independence are appropriate.*

### **INTRODUCTION**

Interdependence pervades organizations and is fundamental to understanding them. Individuals within a work group, work groups within departments, and departments within organizations all depend upon each other. Even persons who work independently at their own job typically require others to provide information and supplies to complete their work. Research, production, and marketing departments need to share their expertise and knowledge to develop successful new products. Each organization in turn depends on a host of other people and organizations (Pfeffer & Salancik, 1978). Theorists have proposed that interdependence and subsequent interaction among individuals and groups are the bases for organizations (Allport, 1962; Barnard, 1948; Weick, 1979).

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# The Dynamics Of Interdependence

**Jiuping Xu, Virgílio António Cruz-  
Machado, Benjamin Lev, Stefan Nickel**



## **The Dynamics Of Interdependence:**

*The Dynamics of Interdependence* Andrew M. Scott, 2018-06-15 Scott makes an informed case for a global perspective on world politics and a compelling plea for policies that will improve chances for human survival. Because important evolutionary processes particularly interdependence and technological advance shape the global system he argues that concepts used to study these processes must also have an evolutionary component. Without that we will not be able to understand or manage our highly interactive world. Originally published in 1982. A UNC Press Enduring Edition. UNC Press Enduring Editions use the latest in digital technology to make available again books from our distinguished backlist that were previously out of print. These editions are published unaltered from the original and are presented in affordable paperback formats bringing readers both historical and cultural value.

*The Dynamics of Interdependence* Paul L. Knox, John A. Agnew, 1989

**Proceedings of the Eighth International Conference on Management Science and Engineering Management** Jiuping Xu, Virgílio António Cruz-Machado, Benjamin Lev, Stefan Nickel, 2014-05-06 This is the Proceedings of the Eighth International Conference on Management Science and Engineering Management ICMSEM held from July 25 to 27 2014 at Universidade Nova de Lisboa Lisbon Portugal and organized by International Society of Management Science and Engineering Management ISMSEM Sichuan University Chengdu China and Universidade Nova de Lisboa Lisbon Portugal. The goals of the conference are to foster international research collaborations in Management Science and Engineering Management as well as to provide a forum to present current findings. A total number of 138 papers from 14 countries are selected for the proceedings by the conference scientific committee through rigorous referee review. The selected papers in the first volume are focused on Intelligent System and Management Science covering areas of Intelligent Systems Decision Support Systems Manufacturing and Supply Chain Management.

*Asia-Gulf Economic Relations in the 21st Century* Tim Niblock, 2013-12-31 Asia constitutes the hub of the transformation of global economic power today. The Gulf itself part of Asia is of increasing importance in this transformation. This book documents the growing interactions between the economies of the Gulf states and those of the rest of Asia. These relationships are critical to how the world economy develops over the next decade and how economic and perhaps strategic power is distributed. This volume assembles cutting edge thinking by 16 specialists on a wide variety of topics covering Arab Gulf relations with China Japan ASEAN Korea and India as well as with Russia Iran and Turkey.

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**Communicating Interpersonal Conflict in Close Relationships** Jennifer A. Samp,2016-09-01 Communicating Interpersonal Conflict in Close Relationships Contexts Challenges and Opportunities provides a state of the art review of research on conflict in close personal relationships This volume brings together both seasoned and new voices in communication research to address the challenges in evaluating conflict Contributors review the current state of research on themes related to power serial arguments interpersonal and family dynamics physiological processes and mechanisms of forgiveness by presenting theoretical reviews original unpublished data driven research and discussions about the methodological challenges and opportunities in studying interpersonal conflict An essential resource for graduate students and faculty interested in interpersonal conflict in close relationships between romantic partners families or friends this volume is intended for advanced coursework and individual study in communication social psychology and close relationship scholarship Temple international and comparative law journal ,1999 HCI International 2023 - Late Breaking Posters Constantine Stephanidis,Margherita Antona,Stavroula Ntoa,Gavriel Salvendy,2023-12-11 This two volume set CCIS 1957 1958 is part of the refereed proceedings of the 25th International Conference on Human Computer Interaction HCII 2023 which was held in Copenhagen Denmark in July 2023 A total of 5583 individuals from academia research institutes industry and governmental agencies from 88 countries submitted contributions and 1276 papers and 275 posters were included in the proceedings that were published just before the start of the conference Additionally 296 papers and 181 posters are included in the volumes of the proceedings published after the conference as Late Breaking Work papers and posters The contributions thoroughly cover the entire field of human computer interaction addressing major advances in knowledge and effective use of computers in a variety of application areas Regime Theory in the Post-Cold War World Robert M. A. Crawford,1996 This book explores theoretical accounts of the evolution of cooperation in international political economic relations focussing on the dominant approach of international regimes principles norms rules and decision making procedures around which actors expectations converge The author exposes serious weaknesses in mainstream neoliberal applications of the regime concept and suggests that use of the concept precludes examination of political considerations and structural characteristics that might better account for cooperative dynamics in the modern era and their potential trajectory

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Rosen, 2020-12-08 Publisher's note In this 2nd edition the following article has been added Shuffler ML Salas E and Rosen  
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