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function and operation and organizational group behavior and individual behavior (Zhu, 1999) Complete organization science should include 4 layers: philosophy, methodology, theory and application, and organization theory takes place on the third layer, under the direction of methodology, it builds various management theories, management

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Organizational Structure: Influencing Factors and Impact on a Firm 231 Researchers have argued that if organizational theory is to be relevant to practitioners, emphasis should be placed on organizational effectiveness and its influencing factors [36-40] In the light of this argument, any mean-

Organizational Culture and Leadership

functioning of organizational culture, and the role that leadership plays in the creation and management of culture have remained xi Scheinfpref 6/14/04 9:25 AM Page xi more or less the same in this third edition However, I have been able to add material based on more recent clinical research and to

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