

Organizational Simulation

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Car Crashes Without Cars

- Paul M. Leonardi 2012

A novel theory of organizational and technological change, illustrated by an account of the development and implementation of a computer-based simulation technology. Every workday we wrestle with cumbersome and unintuitive

technologies. Our response is usually "That's just the way it is." Even technology designers and workplace managers believe that certain technological changes are inevitable and that they will bring specific, unavoidable organizational changes. In this book, Paul Leonardi offers a new conceptual framework for

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understanding why technologies and organizations change as they do and why people think those changes had to occur as they did. He argues that technologies and the organizations in which they are developed and used are not separate entities; rather, they are made up of the same building blocks: social agency and material agency. Over time, social agency and material agency become imbricated--gradually interlocked--in ways that produce some changes we call "technological" and others we call "organizational." Drawing on a detailed field study of engineers at a U.S. auto company, Leonardi shows that as the engineers developed and used a new computer-based simulation technology for automotive design, they chose to change how their work was organized, which then brought new changes to the technology. Each imbrication of the social and the

material obscured the actors' previous choices, making the resulting technological and organizational structures appear as if they were inevitable. Leonardi suggests that treating organizing as a process of sociomaterial imbrication allows us to recognize and act on the flexibility of information technologies and to create more effective work organizations.

Structures and Dynamics of Autopoietic

Organizations - Steffen Blaschke 2008-07-31

Steffen Blaschke reconsiders the three major concepts knowledge, learning, and memory in the light of social systems theory. He complements autopoietic organization theory with a clear-cut distinction between individual and organizational knowledge, learning, and memory.

Developing Successful Health Care Education Simulation Centers - Pamela R. Jeffries 2011-08-08

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Validity of Simulation Models in Organization Science: from Model Realism to Purpose of the Model - Stanford University. Center for Integrated Facility Engineering 1994

Developing Organizational Simulations - George C. Thornton III 2017-03-27
This second edition of Developing Organizational Simulations provides a concise source of information on effective and practical methods for constructing simulation exercises for the assessment of psychological characteristics relevant to effectiveness in work organizations. Incorporating new additions such as the multiple ways technology can be used in the design, delivery, scoring, and evaluating of simulation exercises, as well as the delivery of feedback based on the results, this book is

user-friendly with practical how-to guidance, including many graphics, boxes, and examples. This book is ideal for practitioners, consultants, HR specialists, students, and researchers in need of guidance developing organizational simulations for personnel selection, promotion, diagnosis, training, or research. It is also suited for courses, workshops, and training programs in testing and measurement, personnel selection, training and development, and research methodology.

Behavioral Modeling and Simulation - National Research Council 2008-07-04

Today's military missions have shifted away from fighting nation states using conventional weapons toward combating insurgents and terrorist networks in a battlespace in which the attitudes and behaviors of civilian noncombatants may be the primary effects of military

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actions. To support these new missions, the military services are increasingly interested in using models of the behavior of humans, as individuals and in groups of various kinds and sizes. Behavioral Modeling and Simulation reviews relevant individual, organizational, and societal (IOS) modeling research programs, evaluates the strengths and weaknesses of the programs and their methodologies, determines which have the greatest potential for military use, and provides guidance for the design of a research program to effectively foster the development of IOS models useful to the military. This book will be of interest to model developers, operational military users of the models and their managers, and government personnel making funding decisions regarding model development.

Breakers - Curtis R. Finch
1992

Enabling a Simulation Capability in the Organisation - Andrew Greasley
2008-05-07

This book addresses the application of simulation modelling techniques in order to enable better informed decisions in business and industrial organisations. The book's unique approach treats simulation not just as a technical tool, but as a support for organisational decision making, showing the results from a survey of current and potential users of simulation to suggest reasons why the technique is not used as much as it should be and what are the barriers to its further use.

Modeling and Simulating Command and Control - Il-Chul Moon
2013-03-19

Commanding and controlling organizations in extreme situations is a challenging task in military, intelligence, and disaster management. Such command and control must be quick, effective, and considerate when

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dealing with the changing, complex, and risky conditions of the situation. To enable optimal command and control under extremes, robust structures and efficient operations are required of organizations. This work discusses how to design and conduct virtual experiments on resilient organizational structures and operational practices using modeling and simulation. The work illustrates key aspects of robustly networked organizations and modeled performance of human decision-makers through examples of naval-air defense, counterterrorism operations, and disaster responses.

People and Organizations

- William B. Rouse
2007-07-27

This book is about people who operate, maintain, design, research, and manage complex systems, ranging from air traffic control systems, process control plants and

manufacturing facilities to industrial enterprises, government agencies and universities. The focus is on the nature of the work these types of people perform, as well as the human abilities and limitations that usually enable and sometimes hinder their work. In particular, this book addresses how to best enhance abilities and overcome limitations, as well as foster acceptance of the means to these ends.

Organizational Simulation of Medical Work - Douglas B. Fridsma
2003

Agent-Directed Simulation and Systems Engineering

- Levent Yilmaz
2009-11-04

The only book to present the synergy between modeling and simulation, systems engineering, and agent technologies expands the notion of agent-based simulation to also deal with agent simulation and agent-supported simulation.

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Accessible to both practitioners and managers, it systematically addresses designing and building agent systems from a systems engineering perspective.

Simulation of Organizations: an Annotated Bibliography -

Jon E. Roeckelein 1967

The bibliography contains 141 annotated references on the subject of the simulation of complex social organizations. It is part of a study whose goal is to determine the feasibility of using simulation methods to conduct research upon human factors that influence organizational effectiveness. It is divided into three principal areas: man-centered simulation, man-machine simulation, and machine-centered simulation. Within each of these areas, publications are separated into those directly concerned with the simulation of organizations, and those indirectly related to the subject. A general

section covers reference works and bibliographies useful as source material. A KWIC index is provided.

(Author).

Enterprise and Organizational Modeling and Simulation - Robert Pergl
2016-11-11

This book constitutes the refereed proceedings of the 12th International Workshop on Enterprise and Organizational Modeling and Simulation, EOMAS 2016, held in Ljubljana, Slovenia, in June 2016. The 12 full papers presented in this volume were carefully reviewed and selected from 26 submissions. They were organized in topical sections on formal approaches and human-centric approaches.

Enterprise and Organizational Modeling and Simulation - Robert Pergl
2019-11-13

This book constitutes the refereed proceedings of the 15th International Workshop on Enterprise and Organizational Modeling and Simulation, EOMAS 2019,

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held in Rome, Italy, in June 2019. The main focus of EOMAS is on the role, importance, and application of modeling and simulation within the extended organizational and enterprise context. The 12 full papers presented in this volume were carefully reviewed and selected from 25 submissions. They were organized in topical sections on conceptual modeling, enterprise engineering, and formal methods.

Enterprise and Organizational Modeling and Simulation - Joseph Barjis 2013-10-17

This book constitutes the proceedings of the 9th International Workshop on Enterprise and Organizational Modeling and Simulation, EOMAS 2013, held in conjunction with CAiSE 2013 in Valencia, Spain, in June 2013. Tools and methods for modeling and simulation are widely used in enterprise engineering, organizational studies and business

process management. In monitoring and evaluating business processes and the interactions of actors in a realistic environment, modeling and simulation have proven to be both powerful, efficient and economic, especially if complemented by animation and gaming elements. The ten contributions in this volume were carefully reviewed and selected from 22 submissions. They explore the above topics, address the underlying challenges find and improve solutions, and show the application of modeling and simulation in the domains of enterprises, their organizations and underlying business processes.

Enterprise and Organizational Modeling and Simulation - Joseph Barjis 2011-09-21

This book constitutes the post conference proceedings of the 7th International Workshop on Enterprise and Organizational Modeling and

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Simulation, EOMAS 2011, held in conjunction with CAISE 2011 in London, UK, in June 2011. Enterprises are purposefully designed systems used to fulfill certain functions. An extended enterprise and organizational study involves both analysis and design activities, in which modeling and simulation play prominent roles. The related techniques and methods are effective, efficient, economic, and widely used in enterprise engineering, organizational study, and business process management. The 14 contributions in this volume were carefully reviewed and selected from 29 submissions, and they explore these topics, address the underlying challenges, find and improve on solutions, and demonstrate the application of modeling and simulation in the domains of enterprises, their organizations and underlying business

processes.

Enterprise and Organizational Modeling and Simulation - Robert

Pergl 2017-09-27

This book constitutes the refereed proceedings of the 13th International Workshop on Enterprise and Organizational Modeling and Simulation, EOMAS 2017, held in Essen, Germany, in June 2017. The main focus of EOMAS is on the role, importance, and application of modeling and simulation within the extended organizational and enterprise context. The 12 full papers presented in this volume were carefully reviewed and selected from 26 submissions. They were organized in topical sections on formal methods, conceptual modeling, and enterprise engineering.

Enterprise and Organizational Modeling and Simulation - Joseph Barjis 2010-10-19

This book constitutes the post-proceedings of the 6th International Workshop on

Enterprise and Organizational Modeling and Simulation (EOMAS 2010) , held at the CAiSE 2010 conference in Hammamet, Tunisia, June 7-8, 2010. The 12 papers presented in this volume were carefully reviewed and selected from 30 submissions. They cover topics like business process management and simulation, organizational modeling and simulation, enterprise architecture and modeling, and workflow systems.

Enterprise and Organizational Modeling and Simulation - Robert

Pergl 2018-09-11

This book constitutes the refereed proceedings of the 14th International Workshop on Enterprise and Organizational Modeling and Simulation, EOMAS 2018, held in Tallinn, Estonia, in June 2018. The main focus of EOMAS is on the role, importance, and application of modeling and simulation within the extended organizational and

enterprise context. The 11 full papers presented in this volume were carefully reviewed and selected from 22 submissions. They were organized in topical sections on conceptual modeling, enterprise engineering, and formal methods.

Agent-Based Business Process Simulation -

Emilio Sulis 2022-07-27

This book provides a conceptual clarification of the interconnections between agent-based modeling and business process management (BPM) and presents practical examples of agent-based models dealing with BPM and simulation in NetLogo. The book is structured in three parts. Part I starts with the motivation for the work and introduces the general structure of the book. Next, chapter 2 provides a brief introduction to main BPM concepts including the business process lifecycle, which describes the analysis of an organization by means of modeling and simulation,

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business process performance indicators, and the automatic extraction of information from event data. Chapter 3 then offers a summary of the concept of agent and the studies concerning agent-based approaches that involve business process analysis and management studies. Part II of the book introduces in chapter 4 the NetLogo tool adopted throughout the remaining book. After that, chapter 5 focuses on agent-oriented modeling as a problem domain analysis and design approach for creating decision-support systems based on agent-based simulations. Chapter 6 further describes the topic of agent-based modeling and simulation for business process analysis. The final part III starts with chapter 7 that reviews some BPM applications by introducing programs enabling to manage models represented in standard formats, such as BPMN, Petri nets, and the eXtensible Event Stream

standard language. Subsequently, chapter 8 describes a number of case studies from different areas, and eventually, chapter 9 introduces some examples of advanced topics of process mining and agent-based simulation with process discovery, conformance checking, and agent-based applications utilizing Petri nets. The book is primarily written for researchers and advanced graduate and PhD students who look for an introduction to the fruitful exploitation of agent-based modeling to business process management. The book is also useful for industry practitioners who are interested in supporting their business decisions with computational simulations. The book is complemented by a dedicated web site with lots of additional details and models in NetLogo for further evaluation by the reader.

Enterprise and Organizational Modeling

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and Simulation - Joseph Barjis 2010-09-15

This book constitutes the post-proceedings of the 6th International Workshop on Enterprise and Organizational Modeling and Simulation (EOMAS 2010), held at the CAiSE 2010 conference in Hammamet, Tunisia, June 7-8, 2010. The 12 papers presented in this volume were carefully reviewed and selected from 30 submissions. They cover topics like business process management and simulation, organizational modeling and simulation, enterprise architecture and modeling, and workflow systems.

A Framework and Tools for Organizational Simulation - 2009

This report documents the progress and accomplishments made in the first year of this project with respect to the tasks specified for year one, and it also describes plans to start the tasks specified for the second year of the project.

In general, the project has proceeded as planned, with planned targets being met. *Computer Supported Cooperative Work in Design IV* - Weiming Shen

2008-12-18

Design of complex artifacts and systems requires the cooperation of multidisciplinary design teams using multiple sophisticated commercial and non-commercial engineering tools such as CAD tools, modeling, simulation and optimization software, engineering databases, and knowledge-based systems. Individuals or individual groups of multidisciplinary design teams usually work in parallel and independently with various engineering tools, which are located on different sites, often for quite a long period of time. At any moment, individual members may be working on different versions of a design or viewing the design from various perspectives, at different levels of details. In

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order to meet these requirements, it is necessary to have efficient computer-supported collaborative design systems. These systems should not only automate individual tasks, in the manner of traditional computer-aided engineering tools, but also enable individual members to share information, collaborate, and coordinate their activities within the context of a design project. Based on close international collaboration between the University of Technology of Compiègne in France and the Institute of Computing Technology of the Chinese Academy of Sciences in the early 1990s, a series of international workshops on CSCW in Design started in 1996. In order to facilitate the organization of these workshops, an International Working Group on CSCW in Design (CSCWD) was established and an International Steering Committee was formed in 1998. The series was

converted to international conferences in 2000 building on the success of the four previous workshops.

Virtual Design Team: a Computational Simulation Model of Project Organizations -

Stanford University. Center for Integrated Facility Engineering 1994

SIMULACRA - William A. Ross 2016

"This dissertation introduces, realizes, and evaluates SIMULACRA (Systemic MULTI-Agent Architectural Framework), a novel tool to improve the ability of researchers and practitioners to investigate multi-organizational systems, by providing a multi-dimensional, multi-paradigm simulation environment in which the effects of model parameters can be observed, modified, and evaluated. Traditionally, organizations have been studied in isolation, from a single perspective, such as for business process

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modelling or IT integration. However, the nature of organizations -- underscored by investigating organizational ecosystems, as seen, for example, in emergency response -- is too complex to be captured by a single perspective. What is needed, instead, is a multi-disciplinary perspective that examines an organization systemically. This research considers organizations from such a systemic viewpoint, introducing a seven-dimensional organizational modelling methodology composed of the structural, functional, normative, social, psychological, physical, and informational dimensions. It further sets forth, using the proposed modelling methodology as a basis, an architectural framework to simulate organizations, their interrelationships, and the environment using a combination of simulation techniques (e.g., discrete-event, system dynamics, and BDI-agent simulation).

The realization of this architectural framework in the form of the interactive and visual SIMULACRA tool is described, along with its implementation using AnyLogic and Brahms. Lastly, SIMULACRA is applied to a case study from emergency preparedness and response, wherein the policies and practices of a harbour-security organizational ecosystem are examined and their impact on achieving threat-level consensus analyzed. Compared with existing approaches, the results demonstrate that SIMULACRA offers a meaningful test-bed for exploring various what-if scenarios by more fully and naturally representing and simulating the system of interest, thereby facilitating the analysis and investigation of organizational systems."-- Pages ii-iii.

Maintenance of Supplies and Equipment - United States.

Army Materiel Command

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1971

Selforganizology - WenJun Zhang 2015-11-27

This invaluable book is the first of its kind on "selforganizology", the science of self-organization. It covers a wide range of topics, such as the theory, principle and methodology of selforganizology, agent-based modelling, intelligence basis, ant colony optimization, fish/particle swarm optimization, cellular automata, spatial diffusion models, evolutionary algorithms, self-adaptation and control systems, self-organizing neural networks, catastrophe theory and methods, and self-organization of biological communities, etc. Readers will have an in-depth and comprehensive understanding of selforganizology, with detailed background information provided for those who wish to delve deeper into the subject and explore research literature.

This book is a valuable reference for research scientists, university teachers, graduate students and high-level undergraduates in the areas of computational science, artificial intelligence, applied mathematics, engineering science, social science and life sciences.

Contents: Organization and Organizational Theory
Selforganizology: The Science of Self-organization
Agent-based Modeling
Intelligence Principles
Catastrophe Theory and Methods
Self-adaptation and Control Systems
Cellular Automata and Spatial Diffusion Models
Artificial Neural Networks
Ant Colony Optimization
Fish and Particle Swarm Optimization
Synergy, Coevolution, and Evolutionary Algorithms
Synergy: Correlation Analysis
Community Succession and Assembly
Mathematical

Foundations Readership: Research scientists, university teachers, graduate students and high-level undergraduates in the areas of computational science, artificial intelligence, applied mathematics, engineering science, social science and life sciences. Key

Features: This book is the first monograph on "selforganizology" in the world, with no competing titles. The author is a prominent scientist, who is the editor-in-chief of six international journals, including

Selforganizology; Selforganizology; Self-organization; Agent-based Modeling; Algorithms; Computational Intelligence; Ant Colony Optimization; Evolutionary Algorithms; Cellular Automata; Particle Swarm Optimization; Catastrophe Theory

Lindlee Enterprises -

Linda C. Lederman
1987-01-01

Developing Organizational Simulations - George C. Thornton III 2003-10-17

This book provides a concise source of information on effective and practical methods for constructing simulation exercises for the assessment of psychological characteristics relevant to effectiveness in work organizations. Simulation exercises present the examinee with descriptions of complex situations that stimulate aspects of real-world settings and problems. Examinees are required to demonstrate overt behavior in handling the problems presented. The process and/or products of this behavior are observed by trained assessors who observe behavior, classify behaviors into relevant dimensions, and evaluate effectiveness. Simulations can provide assessments of abilities, skills, and competencies not readily measured by other testing techniques. Developing Organizational Simulations

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provides practical guidance for defining the attributes to be assessed, constructing the stimulus material, and designing methods for administration and scoring. Several different situational exercises are presented, including business games, leaderless group discussions, in-baskets, one-on-one interaction simulations, and case studies/presentations. Steps to ensure the reliability, validity, and legal defensibility of assessments from simulations are described. In addition, the book presents the use of simulation exercises for the purposes of personnel selection, training, development, and certification. Professional standards and guidelines relevant to the construction of simulation exercises are also covered.

Enterprise and Organizational Modeling and Simulation - Joseph Barjis 2015-10-12

This book constitutes the

refereed proceedings of the 11th International Workshop on Enterprise and Organizational Modeling and Simulation, EOMAS 2015, held at CAiSE 2015, in June 2015 in Stockholm, Sweden. EOMAS was founded with the purpose to become a forum among researchers and practitioners to share their research and practical findings by encouraging the dissemination of research results under a more generic umbrella called enterprise engineering, which encompasses internal factors ranging from organizational complexity to intricacy of business processes and sophistication in workflows as well as external factors and uncertainties such as competition, politics, or the emergence of innovative technologies. The 15 papers presented in this volume were carefully reviewed and selected from 28 submissions. They were organized in topical sections named: enterprise

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conceptual modeling and simulation; enterprise modeling formal foundation; and enterprise optimization. *Organizational Simulation* - William B. Rouse 2005-07-22 From modeling and simulation to games and entertainment With contributions from leaders in systems and organizational modeling, behavioral and social sciences, computing and visualization, and gaming and entertainment, *Organizational Simulation* both articulates the grand vision of immersive environments and shows, in detail, how to realize it. This book offers unparalleled insight into the cutting edge of the field, since it was written by those who actually researched, designed, developed, deployed, marketed, sold, and critiqued today's best organizational simulations. The coverage is divided into four sections: * Introduction outlines the

need for organizational simulation to support strategic thinking, design of unprecedented systems, and organizational learning, including the functionality and technology required to enable this support * Behaviors covers the state of knowledge of individual, group, and team behaviors and performance, how performance can best be supported, how performance is affected by national differences, and how organizational performance can best be measured * Modeling describes the latest approaches to modeling and simulating people, groups, teams, and organizations, as well as narrative contexts and organizational environments within which these entities act, drawing from a rich set of modeling methods and tools * Simulations and Games illustrates a wide range of fielded simulations, games, and entertainment, including the methods and tools employed for

designing, developing, deploying, and evaluating these systems, as well as the social implications for the associated communities that have emerged. Addressing all levels of organizational simulation architecture with theories and applications, and enabling technologies for each, Organizational Simulation offers students and professionals the premier reference and practical toolbox for this dynamic field.

An Agent-Based Simulation Model for Organizational Analysis - 2006

In many fields, including engineering, management, and organizational science, simulation-based computational organization theory has been used to gain insight into the degree of match ("congruence") between the organization (people, work processes and structure) and the tasks carried out by the

organization. Simulation helps identify the bottlenecks, and improve the quality and efficiency of an organization. In this paper, we propose an approach based on the congruence model for analyzing and simulating the performance of an organization in project-based mission environments. In our model, organizations are constructed in terms of interacting components, namely, work and agents. The organizational structure depicts the grouping of agents, and the hierarchical arrangement of the groups. The congruence model of organizational behavior is based on the degree to which different components of the organization fit together. We use a discrete event simulator, specifically the Extend (trademark) simulation package, to quantify the performance of an organization based on this model. We illustrate our approach using a symbolic

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example of an air operations center organization.

Agent-Based Simulation of Organizational Behavior

- Davide Secchi
2015-08-25

The aim of this book is to demonstrate how Agent-Based Modelling (ABM) can be used to enhance the study of social agency, organizational behavior and organizational management. It derives from a workshop, sponsored by the Society for the Study of Artificial Intelligence and the Simulation of Behavior (AISB), held at Bournemouth University Business School in 2014 on “Modelling Organizational Behavior and Social Agency”. The contents of this book are divided into four themes: Perspectives, Modeling Organizational Behavior, Philosophical and Methodological Perspective, and Modeling Organized Crime and Macro-Organizational Phenomena. ABM is a particular and advanced type of computer

simulation where the focus of modeling shifts to the agent rather than to the system. This allows for complex and more realistic representations of reality, facilitating an innovative socio-cognitive perspective on organizational studies. The editors and contributing authors claim that the use of ABM may dramatically expand our understanding of human behavior in organizations. This is made possible because of (a) the computational power made available by technological advancements, (b) the relative ease of the programming, (c) the ability to borrow simulation practices from other disciplines, and (d) the ability to demonstrate how the ABM approach clearly enables a socio-cognitive perspective on organizational complexity. Showcasing contributions from academics and researchers of various backgrounds and discipline, this volumes provides a

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global, interdisciplinary perspective.

Modeling Human and Organizational Behavior -

National Research Council
1998-08-31

Simulations are widely used in the military for training personnel, analyzing proposed equipment, and rehearsing missions, and these simulations need realistic models of human behavior. This book draws together a wide variety of theoretical and applied research in human behavior modeling that can be considered for use in those simulations. It covers behavior at the individual, unit, and command level. At the individual soldier level, the topics covered include attention, learning, memory, decisionmaking, perception, situation awareness, and planning. At the unit level, the focus is on command and control. The book provides short-, medium-, and long-term goals for research and development of more realistic models of

human behavior.

Virtual Design Team: a Computer Simulation Framework for Studying Organizational Aspects of Concurrent Design -

Stanford University. Center for Integrated Facility Engineering 1993

Enterprise and Organizational Modeling and Simulation - Joseph

Barjis 2014-09-30

This book constitutes the proceedings of the 10th International Workshop on Enterprise and Organizational Modeling and Simulation, EOMAS 2014, held in conjunction with CAiSE 2014 in Thessaloniki, Greece, in June 2014. Tools and methods for modeling and simulation are widely used in enterprise engineering, organizational studies, and business process management. In monitoring and evaluating business processes and the interactions of actors in a realistic environment, modeling and simulation

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have proven to be both powerful, efficient, and economic, especially if complemented by animation and gaming elements. The 12 contributions in this volume were carefully reviewed and selected from 22 submissions. They explore the above topics, address the underlying challenges, find and improve solutions, and show the application of modeling and simulation in the domains of enterprises, their organizations and underlying business processes.

Looking Glass, Inc - Morgan W. McCall 1978

In this book the authors discuss their study on management techniques and ways to improve leadership skills.

Looking Glass, Inc. Volume I. An Organizational Simulation. Operational Manual - Morgan W McCall (Jr) 1978

Looking Glass, Inc., is a simulation of a glass manufacturing corporation.

It was designed as a research vehicle for studying leadership processes as they play out in an organizational context. There are twenty positions, ranging across three divisions and four levels (plant manager, director, vice-president, and president). The divisions face different environments, varying from volatile to stable. Looking Glass is typical--the organizational type, structure, and environments are common. All problems contained in the simulation are based on actual events. This report is divided into four sections. Section 1 describes the development of Looking Glass. Included are the chronology of what occurred from original idea to final pretest runs and a summary of assumptions and biases related to constructing a realistic management simulation. The next section discusses research issues, such as the experimental modes built into the design,

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possible manipulations, measurement strategies, and preliminary hypotheses. The third section outlines training uses of Looking Glass. The final section

explains the nuts and bolts of running the simulation. (Author).

Looking Glass, Inc -
Morgan W. McCall 1978