

Chapter 10. Thompson. Networking social capital and integrating across teams

Team boundaries

among the team and the other parts of the organization

underbounded teams: many external ties but inability to motivate team members

overbounded teams: high internal loyalty but inability to integrate with others when needed

Networking

Communication

- 1 formal
- 2 informal

Human capital and social capital

- 1 Human capital refers that inequalities results from differences in individual
 - 2 Social capital is the value that managers add to system through their ties to other people
- Clique networks vs Boundary spanning

Type of ties in teams

- friendship ties
- idiosyncratic deals: mutual benefits ties
- trust ties
- advice ties
- are not mutually exclusive