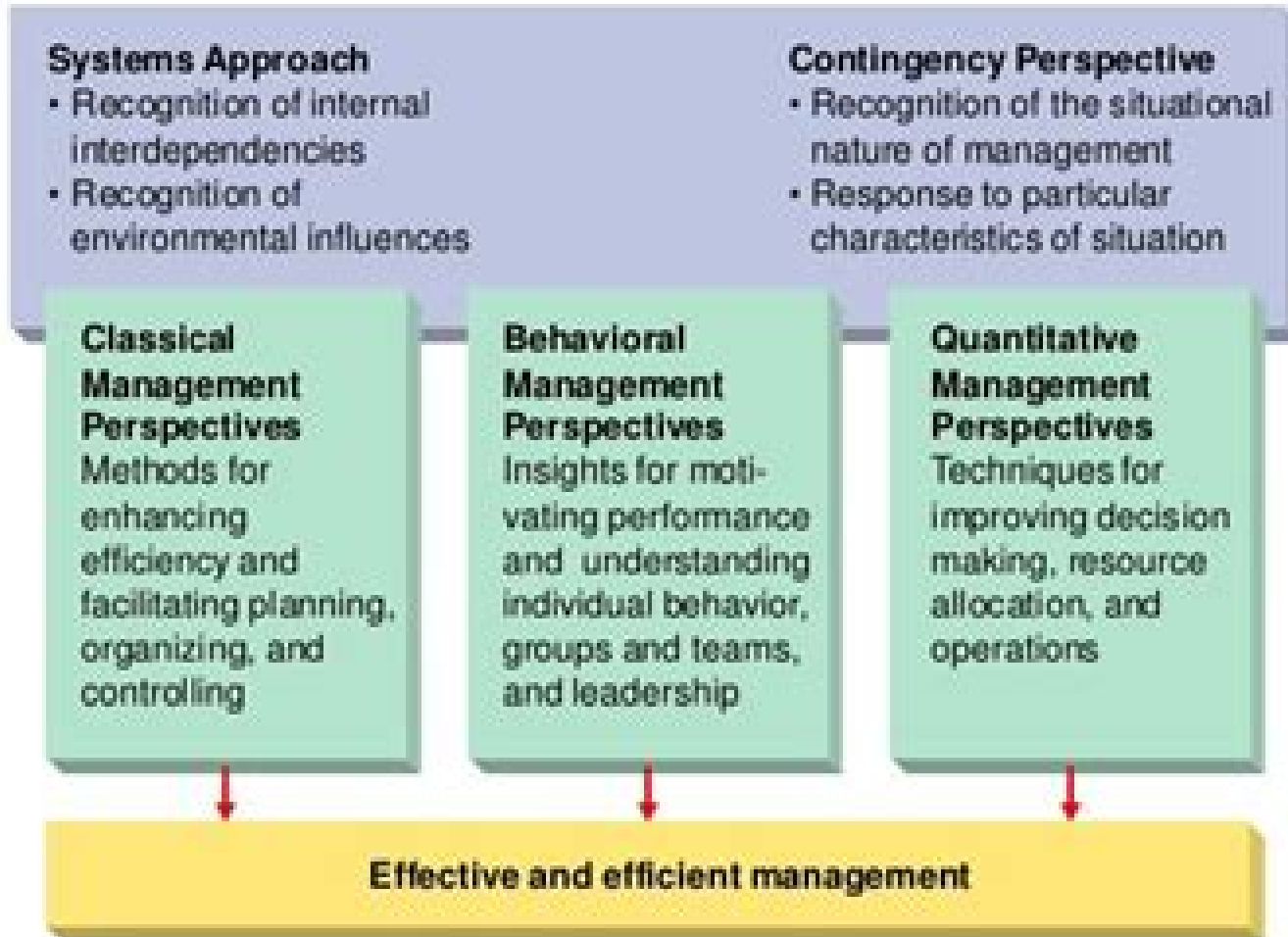


An Integrative Framework of Management Perspectives



Perspectives Management

Geoffrey Poitras



Perspectives Management:

Management Accounting in Emerging Perspectives , *Innovation and Shifting Perspectives in Management Education* Baporikar, Neeta, 2016-10-04 Effective education and training is essential to the positive development of a manager in corporate or organizational settings In order to stay abreast of current management trends it is necessary to implement new perspectives and technologies being utilized in the field *Innovation and Shifting Perspectives in Management Education* features a comprehensive assessment of the complexities present in management training programs in educational settings Highlighting best practices and real life experiences within the field this book is an essential reference source for practitioners policy makers undergraduate and graduate students academics managers and professionals *Knowledge Management in the Construction Industry: A Socio-Technical Perspective* Kazi, Abdul Samad, 2004-11-30 This book presents a portfolio of concepts methods models and tools supported by real life case studies from various corners of the globe providing insights into the management of knowledge in the construction industry *HR Management & Leadership* Harald Meier, 2021-01-02 Every organisation whether for profit or as non profit needs motivated employees HR Management is often not seen as a core function and most managers do not receive a systematic and sustainable leadership training either In this book the essential basics of modern HR Management and Leadership are presented systematically and always with practical examples The focus is on the scope of action as a manager responsible on any hierarchical and process level or in HR Management Step by step to understand HR Management and Leadership policy strategies and concepts as well as for current challenges in International Management in 4 0 and in Social Business The target group are graduates and specialists who are systematically preparing for a new management position e g in a General Management or MBA program consultants management trainer and lecturers **Management** , 1979 **A Business Ecology Perspective on Community-Driven Open Source** Markus Radits, 2018-11-26 This thesis approaches the phenomenon of open source software OSS from a managerial and organisational point of view In a slightly narrower sense this thesis studies commercialisation aspects around community driven open source The term community driven signifies open source projects that are managed steered and controlled by communities of volunteers as opposed to those that are managed steered and controlled by single corporate sponsors By adopting a business ecology perspective this thesis places emphasis on the larger context within which the commercialisation of OSS is embedded e g global and collaborative production regimes ideological foundations market characteristics and diffuse boundary conditions Because many business benefits arise as a consequence of the activities taking place in the communities and ecosystems around open source projects a business ecology perspective may be a useful analytical guide for understanding the opportunities challenges and risks that firms face in commercializing OSS There are two overarching themes guiding this thesis The first theme concerns the challenges that firms face in commercialising community driven open source There is a tendency in the literature on business ecosystems and open source to emphasise

the benefits opportunities and positive aspects of behaviour at the expense of the challenges that firms face. However, business ecosystems are not only spaces of opportunity; they may also pose a variety of challenges that firms need to overcome in order to be successful. To help rectify this imbalance in the literature, the first theme particularly focuses on the challenges that firms face in commercialising community-driven open source. The underlying ambition is to facilitate a more balanced and holistic understanding of the collaborative and competitive dynamics in ecosystems around open source projects. The other theme concerns the complex intertwining of community engagement and profit-oriented venturing. As is acknowledged in the literature, the subject of firm-community interaction has become increasingly important because the survival, success, and sustainability of peer production communities has become of strategic relevance to many organisations. However, while many strategic benefits may arise as a consequence of firm-community interaction, there is a lack of research studying how the value-creating logics of firm-community interaction are embedded within the bigger picture in which they occur. Bearing this bigger picture in mind, this thesis explores the intertwining of volunteer community engagement and profit-oriented venturing by focusing on four aspects that are theorised in the literature: reinforcement, complementarity, synergy, and reciprocity. This thesis is designed as a qualitative exploratory single case study. The empirical case is Joomla, a popular open source content management system. In a nutshell, the Joomla case in this thesis comprises the interactions in the Joomla community and the commercial activities around the Joomla platform, e.g. web development, consulting, marketing, customisation, extensions. In order to achieve greater analytical depth, the business ecology perspective is complemented with ideas and propositions from other theoretical areas such as stakeholder theory, community governance, organizational identity, motivation theory, pricing, and bundling. The findings show that the common challenges in commercialising community-driven open source revolve around nine distinct factors that roughly cluster into three domains: the ecosystem, the community, and the firm. In short, the domain of the ecosystem comprises the global operating environment, the pace of change, and the cannibalisation of ideas. The domain of the community comprises the platform policy, platform image, and the voluntary nature of the open source project. And finally, the domain of the firm comprises the blurring boundaries between private and professional lives, the difficulty of estimating costs, and firm dependencies. Based on these insights, a framework for analysing community-based value creation in business ecosystems is proposed. This framework integrates collective innovation, community engagement, and value capture into a unified model of value creation in contexts of firm-community interaction. Furthermore, the findings reveal demonstrable effects of reinforcement, complementarity, synergy, and reciprocity in the intertwining of volunteer community engagement and profit-oriented venturing. By showing that this intertwining can be strong in empirical cases where commercial activities are often implicitly assumed to be absent, this thesis provides a more nuanced understanding of firm involvement in the realm of open source. Based on the empirical and analytical insights, a number of further theoretical implications are discussed, such as the role of intersubjective trust in relation to the

uncertainties that commercial actors face an alternative way of classifying community types the metaphor of superorganisms in the context of open source issues pertaining to the well being of community participants and issues in relation to the transitioning of open source developers from a community based to an entrepreneurial self identity when commercialising an open source solution Furthermore this thesis builds on six sub studies that make individual contributions of their own In a broad sense this thesis contributes to the literature streams on the commercialisation of OSS the business value and strategic aspects of open source the interrelationships between community forms of organising and entrepreneurial activities and the nascent research on ecology perspectives on peer production communities A variety of opportunities for future research are highlighted Denna avhandling undersöker fenomenet källkod open source ur ett lednings och styrningsperspektiv Mer konkret studeras aspekter på kommersialisering av ett community drivet open source projekt OSS open source software Uttrycket community drivet hänvisar till open source projekt som drivs och styrs av volontärgrupper till skillnad från open source projekt som drivs och styrs av enskilda företag Genom att tillämpa ett affärsökologiperspektiv fokuserar denna avhandling på det vidare sammanhang som karaktäriserar kommersialisering av OSS såsom globala och kollaborativa produktionssystem värderingarna på öppenhet och samarbete marknadsstrukturer och diffusa organisationsgrupper Aktiviteterna i open source communityn och dess kringliggande ekosystem kan bidra till många fördelar för företag och därmed kan ett affärsökologiperspektiv vara en användbar analytisk lins för att förstå de möjligheter utmaningar och risker som företag står inför när de kommersialiserar OSS Två övergripande teman lyfts fram i denna avhandling Det första temat handlar om de utmaningar som företag står inför när de kommersialiserar community driven OSS Det finns i litteraturen om affärsökologier och open source en tendens att betona fördelar, möjligheter och positiva aspekter på beteendet på bekostnad av att undersöka utmaningar som företag står inför Affärsökologier innebär dock inte enbart möjligheter för företag utan kan också orsaka en rad utmaningar som företag behöver hantera för att lyckas Med utgångspunkt i denna översikt i litteraturen fokuserar det första temat på de utmaningar med kommersialisering av community driven OSS Detta görs för att bidra till en mer balanserad och holistisk förståelse av den på samma gång kollaborativa och konkurrerande dynamiken i affärsökologin runt ett open source projekt Det andra temat handlar om sammanflätningen intertwinning mellan community deltagande och vinstdrivande verksamhet Såsom det framgår i litteraturen har förgången om samverkan mellan företag och communities blivit allt viktigare eftersom communityernas verlevnad framgånghet och hållbarhet har blivit strategiskt viktiga för många organisationer Ven om många strategiska fördelar kan uppstå som en följd av samverkan mellan företag och communities saknas forskning om hur värdeskapande uppstår i en vidare kontext Med ett bredare perspektiv i tanke undersöker denna avhandling sammanflätningen av frivilligt community deltagande och en vinstdrivande verksamhet genom att fokusera på fyra aspekter av sammanflätning som förekommer i litteraturen förståelse komplementaritet synergi och mutesidighet Denna avhandling är utformad som en kvalitativ utforskande fallstudie Det empiriska fallet är Joomla ett innehållshanteringssystem som bygger på open source Inom

ramen för avhandlingen undersöks fallet i termer av samspel inom Joomla communityn och de kommersiella aktiviteterna som sker runt Joomla plattformen till exempel webbutveckling, redigering, marknadsföring, anpassningar och extensions. För att uppnå ett analytiskt djup kompletteras affärsökologiperspektivet med idéer och förslag från andra teoretiska områden såsom intressentmodellen, community styrning, företagsidentitet, motivationsteori, prissättning och buntning. Resultaten visar att utmaningarna med kommersialisering av community driven OSS kretsar kring nio olika faktorer som kan grupperas i tre områden: ekosystemet communityn och företaget, Ekosystemsfaktorerna innefattar den globala verksamma miljön för näringshastigheten och kannibalisering av idéer. Community faktorerna innefattar plattformspolicy, plattformsimago och att deltagandet i open source projektet sker på frivillig basis. Slutligen innefattar företagsfaktorerna suddiga gränser mellan privatliv och arbetsliv, svårigheten att uppskatta kostnader samt beroendet mellan företaget. Baserat på dessa insikter föreslås en modell för att analysera communitybaserad värdeskapande i affärsökologier. Modellen integrerar kollektiv innovation, community deltagande och value capture i en holistisk modell för community baserad värdeskapande i kontexten samverkan mellan företag och communities. Vidare beskrivs effekterna av sammanflätningen av frivilligt community deltagande och vinstdrivande verksamhet i termer av företagsroll, komplementaritet, synergi och mutesidighet. Genom att visa att sammanflätningen av frivilligt community deltagande och vinstdrivande verksamhet kan vara stark i fall där det ofta antas implicit att kommersiella aktiviteter inte förekommer, ger denna avhandling en mer nyanserad förståelse av företagsroll i kontexten open source. Baserat på empiriska och analytiska insikter diskuterar denna avhandling ett antal teoretiska konsekvenser såsom rollen som intersubjektiv tillit spelar i förhållande till den ovisshet som kommersiella aktörer står inför ett alternativt sätt att klassificera community typer, metaforen superorganismer i kontexten open source community deltagares välbefinnande samt hur open source utvecklare hanterar vergingarna från en community baserad självidentitet till en entreprenöriell självidentitet vid kommersialisering av OSS. Dessutom ger de sex delstudier som avhandlingen bygger på egna bidrag som presenteras i respektive delstudie i stora drag bidrar denna avhandling till litteraturen om kommersialisering av OSS affärsmodeller och strategiska aspekter på open source samspelet mellan community driven entreprenörsverksamhet samt den framväxande forskning som använder ett affärsökologiperspektiv för att studera kollegial produktion baserad på allmän nytta. En mängd olika möjligheter för framtida forskning lyfts fram.

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