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COMPLEXITY OF ORGANIZATIONAL CHANGE 325 on a single point of transition, as opposed to the

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dynamical process leading up to and following after the critical point. Power law dynamics relate to the relative sizes and frequencies of system collapses under conditions of self-organized criticality.

Complexity and the Dynamics of Organizational Change

In this study, we propose that administrative climate is a set of management practices that interact with other organizational processes to create the whole. Specifically, we draw on the complexity science view of organizations as complex adaptive systems (Capra, 1996), where the Academy of Management Proceedings 2002 HCM: A1

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