Chapter 1: Abstract

The purpose of this research is to determine whether dynamic organization structures emerge based on social, asynchronous and synchronous communication and collaboration patterns within IT and Education Institutes in Redmond (USA) and Bangalore (INDIA). A secondary hypothesis of this research is to establish if communication and collaboration are primarily Asynchronous, Synchronous or both and whether Social are leveraged as a primary or secondary medium.

The study isolates the major concepts related to organizational development and organization structure. An exploration of some of the major paradigms for organization development is conducted through review of existing literature. The review includes an assessment of the relationship between organization structure and organization goals followed by a description of the prevailing organization structures.

This paper describes the methodologies used in the research, as well as the data analysis techniques employed and analysis of the results. The study incorporates an inter-industry multicultural analysis as well as cross-industry analysis based on results obtained from the individual studies. The analysis reveals that dynamic organization structures emerge based on social, asynchronous and synchronous communication and collaboration. The study shows the evolution of the organization structure influenced by eight factors: Availability, Accessibility, Agreeability, Acceptability, Rewards and Recognition, Quest for Knowledge, Fear Factor, and Social Power.
The study concludes by submitting recommendations and conclusions, encapsulating the research outcome, directions for future research about further expanding the role of social, communication and collaboration in dynamic organization structures.

Keywords: dynamic, organization, structures, availability, accessibility, agreeability, acceptability, rewards & recognition, quest for knowledge, fear factor, social power.