

# Field theory revisited – Explaining the development of an organizational network by dynamic simulation of psychological field<sup>1</sup>

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## ABSTRACT

The following contribution is about a method, which uses modelling and simulation in the context of action research. Long and complex projects shall be supported with well-founded dynamic models and simulation of possible developments in the project. The method is described exemplarily in the context of a major research project developing a network of competences. It's goal is to design a distribution platform for current and innovative qualification programs and services in the car industry, such as on-the-job tutorials for machine operatives or courses on new body part materials. The method of supporting the project by modelling and simulation based on qualitative data is described, exemplary results are discussed and hints for further research are given.

## Keywords

Innovation networks – simulation – motivation – cooperation – complexity

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