

A Contingency-based View Of Chief Executive Officers' Early Warning Behavior

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Organizations need to identify risks and chances of environmental changes in order to adapt to or possibly even to influence them. Early warning which comprises scanning and interpretation plays an important role in this process. Whereas the traditional contingency approach considers early warning as a part of the organizational structure, the extended contingency theory assumes the additional influence of an individuals personality on early warning. Andreas Kirschkamp empirically analyses the early warning behavior of Chief Executive Officers in German medium-sized companies. First, he presents the design variables of early warning, then the influencing contingency variables. On the basis of the scholarly research on psychological and contingency theory, the author deduces hypotheses and tests them. The results show that early warning behavior is not only influenced by traditional contingency variables but also by personal attitudes. Therefore, the author proposes combining the extended contingency theory with the traditional contingency theory. EAN/ISBN : 9783835055049 Publisher(s): Deutscher Universittsverlag, Gabler Discussed keywords: Management Format: ePub/PDF Author(s): Kirschkamp, Andreas

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