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and dynamics. Variety
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and type of elements
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connectivity deals with
the number and type of
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management is needed
when you have many
and diverse elements
that are quite
autonomous, yet
interrelated in
nonlinear patterns, and
when emergence
produces outcomes
intended by nobody.
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in business external
environments, in the
internal organization or

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both.

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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

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