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policy changes with the intention of creating chaos in the workplace, but often, even when policy changes improve operations or create a safer or better environment for employees, employees' initial reaction is often resistance. Until employees are convinced of the need for policy and practice change, organizational performance may be adversely affected.

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the organizational causes of violence in China's Cultural Revolution. [Lynn T White, III]

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(Kauffman, 1994). The apparent chaos and threatening nature of disasters - as unusual, uncontrollable and many times unpredictable events - facilitated the development of organizational means to restore order and normalcy. In most cases, the latent organizational structure that evolved to mitigate disasters lay dormant and was only

The Organization of Chaos - Network

First, because of the coupling of counteracting forces, organizations are potentially chaotic. Second, the path from organizational stability to chaos follows a discrete process of change. Third, when the organization is in the chaotic domain, small changes can have big consequences that cannot be predicted in the long term.

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Stakeholders face another hurdle to widespread vaccine adoption: some consumers remain skeptical of COVID-19 immunization. To

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reach herd immunity, our analysis suggests adoption ranges would need to be greater than those of vaccines for the flu and other diseases (Exhibit 2).

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