The data set accompanying this caselet has been collected from an organization which has been in existence or 10 years and produce high tech machinery for other companies. The firm employs 100 people and has 21 managers. These 21 managers are the actors of the data set that we will analyse.

Each manager was given a questionnaire and asked two questions: “Who would you go to for advice at work?” and “Who are your friends?” Each manager was provided with a list of the names of other managers and asked to check the other managers to whom they would go for advice at work, and with whom they were friends. Data were gathered on a third relation based on the official organization chart. Data was collected on who reports to whom for all twenty one managers.

Thus the data set is a multi-relational data set, with three relations: “advice”, “friendship” and “reports to”. The data set also includes four attributes: age, length of time employed by the organization (tenure), level in the corporate hierarchy, and the department. The first two are measured in years. There are four departments in the organization. All but the president of the firm have a department attribute coded as an integer from 1 to 4. The level attribute is measured on a scale of 1 to 3 – 1 – CEO, 2 – Vice President, 3 – Manager.