

DEVELOPMENT AND EVALUATION OF A FRAMEWORK TO SUPPORT EXPERIMENTAL RESEARCH ON DATA ANALYTICS

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List of Abbreviations

DSC Design Science Research

IEEE Institute of Electrical and Electronics Engineers

IT Informationstechnologie

Abstract

Over the past few years, data analytics has become increasingly important for companies across all industries. With the massive amount of data that is now available, companies can use data analytics to gain valuable insights into consumer behavior, market trends, and internal operations, among other things. As a result, data analytics has become a critical tool for companies looking to gain a competitive edge in today's rapidly evolving business environment. However, while data analytics has become an essential tool for businesses, there has been relatively little research done in the area of behavioral research. Specifically, there is a lack of research on the decision-making process involved in data analytics, and how individuals and organizations use data analytics to inform their decisions. One of the major challenges in conducting research in this area is the high cost of developing custom applications for each study. The development of such applications can be time-consuming, expensive, and often requires specialized expertise. To address this challenge, this master thesis develops a generic application that streamlines the process of conducting studies in the field of data analytics. This application enables researchers to design, conduct, and analyze studies more efficiently and cost-effectively, allowing them to explore the field in greater depth. This will be accomplished by using the design science research approach. Firstly, the problem of a lack of behavioral research in data analytics is identified. Then, the objectives for a solution are defined through a literature review and the use of requirement engineering to gather requirements for the application. Next, the application is design, implemented prototypically and its functionality demonstrated. Finally, solution is evaluated through the usages of the requirements.

1 Introduction

1.1 Background and Motivation

The introduction and widespread usage of computers has proven to be disruptive for all industries. Entire industrial sectors have been reshaped, whole professions made obsolete and new career opportunities have been created. This shift towards the adaption of Informationstechnologie (IT) has been necessary for businesses to stay competitive in the fast changing economic environment of the twenty-first century. Nowadays, the digitalization of organizations is viewed as a prerequisite for a successful business, rather than being an endeavored state and computers are indispensable for all industries. This digital revolution enabled the emergence of the widespread creation and collection of data. The amount of data generated globally is rising yearly (Seagate, 2018) and the pressure to use these data volumes effectively in order to gain a business advantage rises.



Figure 1: Size of the big data analytics market worldwide from 2021 to 2029 (Statista, 2022)

This new trend, often coined "big data" after the fact that never before seen amounts of data are generated and are available for processing, enables completely new business areas. This is reinforced, among other things, by the fact that many companies already view their data as a primary business asset (Redman, 2008). Simultaneously, the emergence of big data promises to completely reshape the decision-making process of traditional businesses through the adoption of data analytics. Although sales in the area of big data have risen significantly over the past years (BIS Research, 2018, Bitkom, 2018) and businesses already

view big data as an important information technology trend (Bitkom, 2017) a lot of organizations struggle to effectivly utilize their data. Some 84% of industry-leading companies in the United States and around the world were already investing in big data analytics in 2019, according to their own statements, which only underlines the importance of data analytics for decision-making in the economy. (Statista, 2019). This is also reinforced by the market for big data analytics worlwide expected to more then double in size in the next 6 years (figure 1).

1.2 Applied & Theoretical Research Problem

In their article, Amankwah-Amoah and Adomako study the influence of big data usage on business failure. They come to the conclusion that the mere possession of big data as an asset has no positive effects on an organization (Amankwah-Amoah and Adomako, 2019) and that in order to prevent business failure, big data must be used effectively (Amankwah-Amoah and Adomako, 2019). Conducting research to resolve the underlying factors hindering the efficient utilization of data analytics in this particular context holds therefore crucial significance. However, although decision-making in data analytics has recently attracted scholars' attention (L. Chen et al., 2022) there is still a lack of research on non-technical aspects holding back the utilization of data analytics. Section 3 of this thesis uses the information-value-chain to look at the state of research in data analytics. Specifically, a literature review on boundaries and conflicts in the field of Data Analytics is conducted. The results of this literature review show that there is a lack of research on non-technical aspects of the information-value-chain. These literature gaps mainly consist of areas like decision-making and behavioral research. These results have been confirmed by studies in the past focussing on related fields (Trieu, 2017), which might indicate a persistant issues. This only becomes more apparent as new technologies, which overlap with data analytics like machine learning and artificial intelligence get more widespread. These "black-box" technologies are already alternatives to human decision-making (Krakowski et al., 2023b). Moreover other studies confirm that aspects like company culture, business models and the overall commitment and strategy of organiza-

¹Technologies whose exact internal sequence can hardly or not at all be explained, which therefore are acting like a "black-box"

tions have a big impact on the effectiveness of data analytics (Holsapple et al., 2014). This lack of research on non technical regards could become a huge issue in the future, specifically for the decision-making process as firms' top priorities focus more and more on big data analytics for strategic decision making (Ghasemaghaei, 2019).

Furthermore, it is indicated in section 3 that the current state of research specifically lacks a variety of experiments conducted to confirm the validity of frameworks and hypothesis. The experiment being a particularly important tool for investigating causal relationships in research (Gniewosz, 2011). In addition other means of collecting information like inquest questionnaires, which are probably the most frequently used form of obtaining information (Mummendey and Grau, 2014) in quantitative research are not always the most suitable method. The behavior of people, for example, which comprises the literature gap found, can be better assessed by means of observational studies or experiments (Gniewosz, 2011). While prior research has conducted behavioral research of data analytics with surveys and case studies, little or no attention has been paid to the verification of research results and hypothesis through experiments. This general lack of experimental research in certain areas connects the applied business problem of better utilizing data analytics in organizations to the theoretical problem of lack of experimental research generally found in data analytics (refering to the results of the literature search in section 3). Improving the experimental research process in the field of data analytics could thereby significantly improve the future state of knowledge on said topic, whilste also allowing organizations to succeed in the fast paste economical environment of the digital-age.

1.3 Objective and Expected Contribution

The objective of this thesis is to improve the experimental research process in the field of behavioral research in data analytics. This is done through the following three objectives: (1) the review of prior research on data analytics and their methodological procedure (2) the development of an artefact which improves the research process in the field of behavioral research in data analytics (3) the validation of the artefact through the exemplary realization of a study in said field utilizing said artefact. In order to accomplishe the creation of this artefact the Design Science Research (DSC) methodology is used. This methodology contains six

steps, Identification of the Problem, Definition of Objectives for a solution, Design and Dev of artefacts, Demonstration of the Artifact, Evaluation of the solution and Communication (Peffers et al., 2006, Dresch et al., 2015). The identification of the problem is conducted in section 3 through a literature search. To be more specific the current state of research in the field of boundaries and conflicts that limit the utilization of data analytics is investigates. As stated before this results in the identification of a gap in literature in the field of behavioral research in data analytics. After identifying the problem, the next step of the DSC Methodology is the definition of objectives for a solution. This is accomplished by specifying requirements for the final artifact using the current state of literature in data analytics and the *requirement* engineering approach. For this purpose, a second literature search is utilized to identify literature in the field of data analytics that uses experiments or whose research object would in principle have permitted the use of experiments. These insights are then used to conceptualize, analyze and validate requirements for the final artefact (Sommerville, 2011, Alain Abran, James W. Moore, 2004). As the name of the next step suggests the artefact is designed and implemented in the design and dev of artefacts phase using the requirements specified in the last step. Subsequently, the resulting artefact is then demonstrated in the *Demonstration of the* Artifact step. The Evaluation of the solution phase then implements a real experimental study in data analytics as an example to evaluate the artefact and its benefits for the experimental research process. This examplary implementation is then also used to validate the afformentioned requirements. The last step of the DSC framework, which focusses on communicating the results to its stakeholders, is ensured by this thesis itself.

The practical contribution of this thesis to research is twofold. On the one hand an artefact is created which accelerates research in the field of data analytics, through the improvement of the research process. On the other hand meta-knowledge about the research process itself is created, which not only improves the conduct of research through said artefact, but can also be used in off-topic areas beyond the use cases of this thesis.

In summation, the goal of this thesis is to develop an artifact that improves the experimental research process in behavioral research in data analytics. For this purpose, the DSC method is used to create an artifact. The requirements for this artifact are established using past experimental and non-experimental studies in data analytics and the requirement engi-

neering approach. The artifact is then validated by implementing a real study as an example, thereby demonstrating the improvements to the experimental behavioral research process in data analytics.

2 Theoretical foundations

This section represents the theoretical fundamentals of this elaboration by defining the term "data analytic", the concept of the "information value chain", the DSC methodology, the requirement engineering approach and the experimental research process in general.

2.1 Data Analytics

The term "data analytics" originated in the early 2000s and describes an interdisciplinary field that combines areas such as statistics, machine learning, pattern recognition, system theory, operations research and artificial intelligence (Runkler, 2020). It can be generally defined "[...] as the application of computer systems to the analysis of large data sets for the support of decisions." (Runkler, 2020). This definition showcases the broadness of the topic, as most computer systems process some amount of data and theoretically allow for some kind of decision making. Due to this broad definition, data analytics can cover slightly different subject areas depending on the context it is discussed in. In this elaboration, data analytics refers to the processing of large amounts of data, also referred to as "big data", through mathematical procedures or machine learning methods with the goal of creating new knowledge. Subsequently, processes that merely prepare or show data are not considered data analytics, but only processes that process data in such a way that new knowledge can be derived from it. This distinction is made to differentiate data analytics from traditional data processing areas like business intelligence. The goal of data analytics, as is discussed in this thesis, is to retrieve some kind of previously unknown knowledge from a set of data. This process can be generally described using the "information value chain" model. In their research, Abbasi et al. analyze this model in the context of big data in an effort to create an inclusive research agenda for big data in information system research (Abbasi et al., 2016).

2.2 Information Value Chain

The information value chain (figure 2) is a set of phases that define the transformation of raw data to information and eventually into knowledge. "Data" describes raw facts without any structuring. Once organized, the processed data represents "information". This



Figure 2: Information Value Chain

"information" is then used to find patterns and draw conclusions. At this time, the information becomes knowledge (Fayyad et al., 1996a), Fayyad et al., 1996b. This knowledge is then used to make "decisions" and take corresponding "actions" (Sharma et al., 2014). Each phase of the information value chain also includes a different set of technologies and methodologies. For example, the "data" phase contains technologies and actions regarding the basic storage of data like database systems or data warehouses (Abbasi et al., 2016). The conventional version of this information value chain represents an approach that generally explains the processing of data. The main steps of this information value chain are also applicable for big data (Abbasi et al., 2016). This general structure of processing data is also supported by literature from the data analytics field (Runkler, 2020). In addition, the information value chain contains the further phases "decisions" and "actions", which deal with the influence of the processed data. These phases reflect the impact of data analytics, since data analytics is primarily a technology for the decision-making process (Runkler, 2020). For this reason, the information value chain is a suitable model to structure different phases in the processing of data in the context of data analytics.

2.3 Design Science Research Methodology

2.4 Functional and non functional Requirements

As a means to create any artefact, the determination of requirements are important (Seacord et al., 2003). Requirements can be classified according to ISO/IEC 25000, respectively the quality model from ISO/IEC 25010, as quality criteria for software and systems. (ISO/IEC 25010, 2011). The Institute of Electrical and Electronics Engineers (IEEE) defines requirements as:

"(1) A condition or capability needed by a user to solve a problem or achieve an objective. (2) A condition or capability that must be met or possessed by a sys-

tem or system component to satisfy a contract, standard, specification, or other formally imposed documents. (3) A documented representation of a condition or capability as in (1) or (2). See also: design requirement; functional requirement; implementation requirement; interface requirement; performance requirement; physical equirement." IEEE, 1990

According to these two definitions, requirements can be generally defined as properties that need to be met in order to achieve an objective. For this reason, the requirements for the artefact are derived from properties and characteristics of past studies in the field of data analytics. In addition, general requirements for an artefact which is supposed to improve the experimental research process are also taken into account. These requirements are further divided into functional and non-functional requirements. A functional requirement describes a function that a system or system component must be able to perform (IEEE, 1990). An example of a functional requirement would be the calculation of a pricetag in euros and in dollars. Non-functional characteristics describe on the other hand describe the behavior of a system (Seacord et al., 2003) and go thereby beyond the functional characteristics. Thus functional requirements describe what a system must be able to do and non-functional requirements describe how this should be done. Non-functional requirements also often describe the quality of the functions and can influence several other requirements (Balzert, 2011). An example of non-functional properties would be that the conversion from euros to dollars must be performed in "a few seconds".

2.5 Requirement Engineering

In order to define an objective for a possible solution to the research question requirements for the created artefact must be engineered. In order to accomplishe that the *requirement engineering* approach for analysis and evaluation of requirements is utilized (Alain Abran, James W. Moore, 2004, Sommerville, 2011). This approach has been shown to clearly contribute to software project successes in the past (Hofmann and Lehner, 2001) and is therefore a suitable approach to define the objectives for a solution. The exact individual phases and steps of the *requirement engineering* approach can vary from source to source and use case

to use case. In general, however, all steps fall into one of the three main categories. The *Requirements Elicitation*, *Requirements Specification* and *Requirements Validation*. In the first step, possible requirements and use cases are collected with the help of analyses, surveys, literature, interviews or other sources (Sommerville, 2011). This thesis uses for the purpose of discovering requirements a literature review. In the next step, the requirements are then specified and categorized. An important distinction here is between functional and non-functional requirements. In the *Requirements Validation* step, the elicited requirements are then tested for their validity. This phase emphasis the reviewing of the requirements in order to find out whether these requirements are actually representive of the desired artefact (Sommerville, 2011). This is accomplished througt Validity, Consistency, Completeness, Realism, and Verifiability checks in conjunction with protoyping and testing the requirements (Sommerville, 2011).

2.6 Experiments and research methodologies

3 Identification of the Problem

3.1 Previous Studies and Gaps in the Literature

In order to identify constrains on the research on data analytics a literature search is conducted. The main objective of it is to analyze the existing literature to find research gaps, particularities and interrelationships between literature. This is supposed to give insights into the current state of research and to find out which part of the research process on data analytics still has room for improvements.

The literature search itself is conducted in the field of boundaries and conflicts that might hinder the usage of data analytics. Consequently, relevant literature was identified and reviewed. Afterwards, the identified literature was categorized and analyzed. Initially, it was assumed that the topic of boundaries and conflicts in data analytics lies both in the field of information systems and business (Abbasi et al., 2016, Levina and Vaast, 2005). For this reason, the literature search was mainly conducted in literature databases that focussed on these topics. Table 1 shows the databases that were used.

Online database	Subject Focus
ABI/INFORM Collection	Business and management
Business Source Premier	Accounting, business, economics, management
EconBiz	Business and economics
ProQuest One Business	Business
AIS Electronic Library	Informatics
MIS Quarterly Website	Business informatics
Web of Science	Multiple databases that provide access to
	different academic topics
Google Scholar	Web search engine for scholarly literature
	across an array of disciplines

Table 1: Databases Used in the Literature Search

The literature search was conducted using a keyword search. The used keywords consist of phrases like "Data Analytics", "Data" and "Boundary". A full list of keywords that were used is included in the appendix.

In order to ensure the quality of the identified literature initially, only publications from certain journals were considered. These journals consist of the *Senior Scholars' Basket*

of Journals and the UT Dallas Top 100 Business School Research Rankings. The former includes journals in the area of information systems and the later includes journals in the area of business administration. A full list of included journals is listed in the appendix. Furthermore, only peer-reviewed articles were taken into account. This was done to ensure the quality of the found publications and to additionally exclude book reviews, editorials and opinion statements. Moreover, other 'non-scholarly' texts or publications that did not meet scientific requirements were also not considered in the search. Secondly, the abstracts of the particular articles were inspected to narrow the search further. Consequently, literature that did not meet the topic of boundaries in data analytics was excluded from the search. The literature found in the search was then used for a backward and forward search. During a backward search, all cited sources of an article are examined and during a forward search all the literature that cites the original article is examined (Webster and Watson, 2002). The backward search was conducted using Google Scholar. In addition to this, articles from other journals were, in a second step, reviewed and included as well if they met the scientific requirements, were officially published and relevant to the topic. This process yielded 35 research publications. The results were then assigned to different phases of the aforementioned information value chain, their content best represents. This was done to find literature gaps in the general process of data processing. Additionally, the identified literature was categorized by their research methodology and by their respective industry and involved departments in order to find patterns and similarities in the literature. For example, the overaverage occurrence of boundaries in certain industries could indicate that certain businesses are more susceptible to the emergence of boundaries. In a second in-depth analysis, the different boundaries and possible solutions that were proposed by these articles were categorized and summarized in order to draw overarching conclusions.

The findings of the literature search were structured in multiple ways in order to draw further conclusions than the individual publications allow for. Therefore, the literature search was structured according to the information value chain, the methodology used and the industry covered. Subsequently, the commonalities in content of the literature and the conclusion of the discussed articles are presented.

As stated before, the information value chain consists of the phases "data", "informa-

tion", "knowledge", "decisions" and "actions". The found literature was assigned to these phases, in order to structure and analyze the findings. By mapping the literature found, parts of the data processing process that are over- or under-represented may become visible. From this, conclusions can be drawn about the current state of research. Furthermore, the categories "overspanning" and "other" were introduced to represent literature that either fits multiple phases of the information value chain or none. Using this method leads to the results shown in the "First Search" column of table 2.

Information Value Chain	First Search	Additional Search
Data	4	
Information	3	
Knowledge	21	
Decisions	4	0
Actions	0	0
Overspanning	0	3
Other	3	
Total	35	3

Table 2: Results Assigned to the Information Value Chain

Table 2 shows an overabundance of literature that got assigned to the "knowledge" phase of the information value chain. Among other things, this is due to the fact that the content of this literature deals with the construction and exchange of knowledge within certain groups. The context of this literature is mostly not directly written within the context of data analytics, but nonetheless deals with boundaries in a relevant context.

The significantly fewer entries for the other phases could be explained due to these phases being researched less. However, it cannot be concluded that this underrepresentation is due to the fact that these phases are less susceptible to boundaries. For this, more literature would have to exist confirming that these areas are less prone to boundaries. The underrepresentation of the phases "data" and "information" could also be explained by the fact that these phases are more technology driven and therefore less researched in the context of boundaries. In fact, the corresponding literature, which was assigned to these phases mainly consists of publications researching the application of big data. Their main research object does not directly consist of the identification or resolution of boundaries. Nonetheless, in total, seven individual publications could be found that fit into these two phases. In addition, these two

phases ("data" and "information") are mostly considered together in the further elaboration, since the literature which was assigned to these phases lies thematically very closely together.

Only four publications were assigned to the "decisions" phase and none to the "actions" phase. These results in particular call into question if the topic of boundaries in data analytics has been extensively researched. The reason for this is the fact that data analytics is primarily a decision support method (Runkler, 2020). Therefore, an overabundance of literature delineating the decision-making process of data analytics should likely exist. This is compounded by the fact that no literature could be found that addressed overspanning issues, as no overarching theories could exist for an insufficiently studied topic. In order to ensure that the ratio of the literature found is based on the research state and not on the keyword search being biased in any way, a second literature search was conducted focussed on finding more literature that could be assigned to the "decisions" or "actions" phase. This was only done for these phases as these two are most relevant in the context of data analytics and because, in total, the least literature could be assigned to them (viewing "data" and "information" together). This second keyword search was conducted with the goal of finding more literature that could be assigned to the phases "decisions" and "actions". Therefore, a new set of keywords including "decision", "decision making" and "action" were added to the existing set of keywords. The full list of keywords is included in the appendix. Furthermore, the abstracts were examined with an emphasis on the aforementioned goal. The results of this second keyword search are represented in the "Additional Search" column of table 2. A total number of three additional publications were identified using this second search. These three publications were all assigned to the "overspanning" category. Consequently, no additional literature that could be assigned to the phases "decisions" or "actions" could be identified. This further indicates the fact that the topic of boundaries in data analytics is not researched extensively.

A total number of 38 publications were identified in these two searches and analyzed further.

In order to further analyze the literature and to potentially draw further conclusions, the found literature was also categorized regarding the research method that was used. This categorization is presented in table 3.

Research approach	Method	Number
Qualitative (22)	Case Study	13
	Interviews	4
	Experiments	2
	Observation	3
Quantitative (16)	Survey	12
	Data Analysis	6

Table 3: Research Approach Used in the Literature

The distribution presented in table 3 does not show any significant results. Methods such as case studys and surveys are used more often, this however might be due to the fact that these research methods are easier to implement or more common. Experiments for example might be harder to justify and less effective than surveys, in the context of data analytics.

As already indicated in section ??, much of the literature found could be assigned to the "knowledge" phase of the information value chain. This literature mostly consists of publications which research boundaries in certain professional groups, but not within the context of data analytics. In addition, literature can be identified which was assigned to the information value chain phases "data" and "information". This literature mostly consists of technical publications, whose main goal is to research areas of application and advantages of data analytics. These publications, are for the most part, not concerned with potential boundaries that could arise within data analytics. These two research areas, which do not quite fit the context of boundaries in data analytics, reinforce the assumption that this field is not researched extensively. Other indications that have already been mentioned are the lack of literature that overspans the topic as a whole and the lack of literature that can be assigned to the "decisions" and "actions" phases of the information value chain.

3.2 Applications (Anwendungen) for Behavioral Research

4 Definition of Objectives for a solution

4.1 Literature Review Studies in Data Analytics and General

4.2 requirements elicitation

4.2.1 Functional and non-functional requirements

Damit eine Anwendungsmodernisierung durchgeführt und eine modernisierte Architektur konzeptioniert werden kann, ist die Bestimmung der Anforderungen wichtig. (Vgl. Seacord et al., 2003, Kapitel 3) Anforderungen können nach ISO/IEC 25000, beziehungsweise dem Qualitätsmodell aus ISO/IEC 25010, als Qualitätskriterien an Software und Systeme klassifiziert werden.(Vgl. ISO/IEC 25010, 2011) Das IEEE definiert Anforderungen als eine Bedingung oder Eigenschaft, welche von einem System oder einer Systemkomponente erfüllt werden muss, um eine Problemstellung oder Zielsetzung eines Nutzers oder formalen Dokuments zu erfüllen.(Vgl. IEEE, 1990, S.62) Anforderungen können nach diesen beiden Definitionen als zu erfüllende Eigenschaften oder Qualitätskriterien einer Software oder eines Systems definiert werden. Aus diesem Grund werden die Anforderungen an den SAP Lean Catalog aus den von der SAP beschriebenen Produkteigenschaften und Merkmalen des SAP Lean Catalogs abgeleitet. Zusätzlich werden allgemeine Anforderungen an eine Softwaremodernisierung berücksichtigt, welche erfüllt sein müssen, um eine erfolgreiche Migration durchzuführen. Diese Anforderungen an den SAP Lean Catalog und an eine Softwaremigration im Allgemeinen werden weiter in funktionale und nichtfunktionale Anforderungen eingeteilt.

Eine funktionale Anforderung beschreibt eine Funktion oder Fähigkeit eines Systemes, die konkret von einem System oder einer Softwarekomponente durchgeführt werden können muss.(Vgl. IEEE, 1990, S.35) Ein Beispiel für eine funktionale Anforderung wäre die Berechnung des Bestellpreises in Euro und in Dollar. Nichtfunktionale Eigenschaften beschreiben hingegen Verhaltensweisen des Systems(Vgl. Seacord et al., 2003, Kapitel 3) und gehen damit über die funktionalen Eigenschaften hinaus. Damit beschreiben funktionale Anforderungen was ein System können muss und nichtfunktionale Anforderungen wie es funktionieren soll. Nichtfunktionale Anforderungen beschreiben außerdem häufig die Qual-

ität der Funktionen und können mehrere andere Anforderungen beeinflussen. (Vgl. Balzert, 2011, S.109ff) Ein Beispiel für nichtfunktionale Eigenschaften wäre, dass die Umrechnung von Euro in Dollar in "wenigen Sekunden" durchgeführt werden muss.

4.3 Requirements analysis

- 5 Design and Dev artefacts
- **5.1** System Architecture and Components
- **5.2** User Interface Design and Implementation
- **5.3** Prototype Development

6 Demonstration of the Artifact

- 7 Evaluation of the solution
- 7.1 Prototype Testing
- 7.2 Requirements validation
- 7.3 (App Performance and Usability / User Feedback and Satisfaction)

- 8 Conclusion
- 8.1 Summary of the Study
- 8.2 Contributions and Implications
- 8.3 Future Work and Recommendations

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Literature search: Boundaries and conflicts in data analytics

List of Keywords (First Search)

- Data Analytics
- Data AND Boundary
- Organization AND Data Analytics
- Big Data
- boundary
- boundary theory
- boundary spanning
- boundary objects
- · boundary spanner

List of Keywords (Second Search)

- Data Analytics
- Data AND Boundary
- Organization AND Data Analytics
- Big Data
- boundary
- boundary theory
- boundary spanning
- boundary objects
- boundary spanner
- Decision
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- Action

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