

Organizing within Networks

Network Roles and Positions

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²Soundcloud

MSc in Business Analytics, 2022/23

Outline

Orgnazing
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Session 4
Wrap Up

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2 MTP Project QA

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Network Theories across the Various Weeks of SMM638

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Network theory	2	3	4	5	6	7	9	10
Value creation		•	•					
Coordination				•				
Network change					•	•	•	•
Contagion						•		•

The Leading Question

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When do networks create value?

Groups of Network Theories

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Underlying model	Social capital	Social homogeneity
Network flow	Capitalization (value creation)	Contagion
Network architecture	Coordination	Adaptation (network change)

Source is [3, page 47]

Theories on Networks and Value Creation

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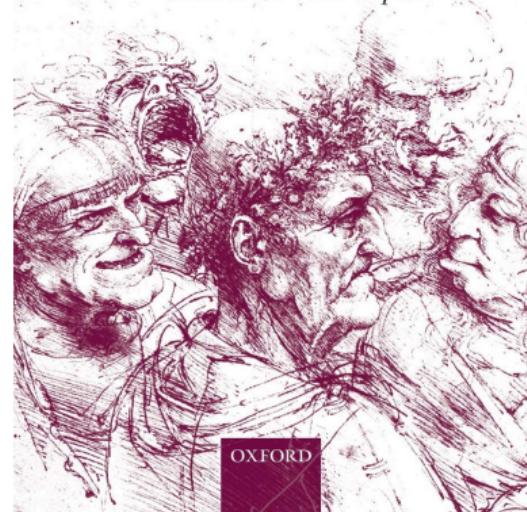
Mainly, the various theories on the influence of networks on value creation can be grouped into two categories:

- **Bridging** social capital theories, whose key tenet is that sparse networks bring value to individuals and groups by facilitating fresh courses of action and new ideas — a process called **network brokerage**
- **Bonding** social capital theories, whose key tenet is that dense networks bring value to individuals and groups by fostering cooperation and trust — a process called **network closure**

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BROKERAGE & CLOSURE

An Introduction to Social Capital



OXFORD

What are Small World Networks?

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~ Definition 2 — Small-world network ~

The tendency of a network to present small cohesive groups of nodes tied together by few bridging ties.

Two Alternative Network Forms

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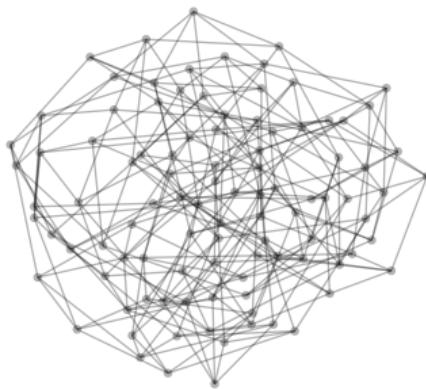
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A homogenous network



A random network with $N = 100$ nodes and $\langle k \rangle = 5$. Source [4]

A small-world network



A Watts-Strogatz network with $N = 100$ nodes, 10 neighbors a node, and tie rewiring prob. 0.02. Source [5]

What is the Outcome of Small World Networks?

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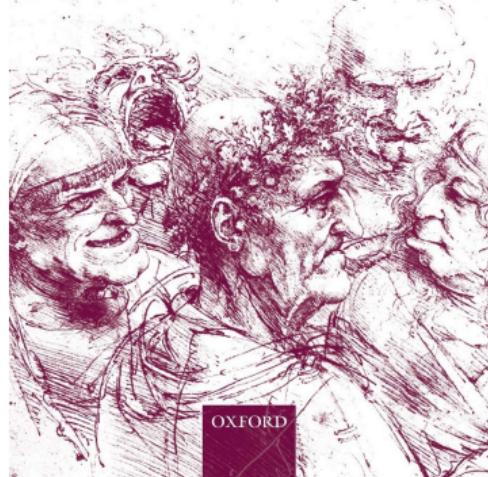
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An Introduction to Social Capital



What is the Outcome of Small World Networks?

Source [2] — Fig. 1.1: The small world of organizations and markets

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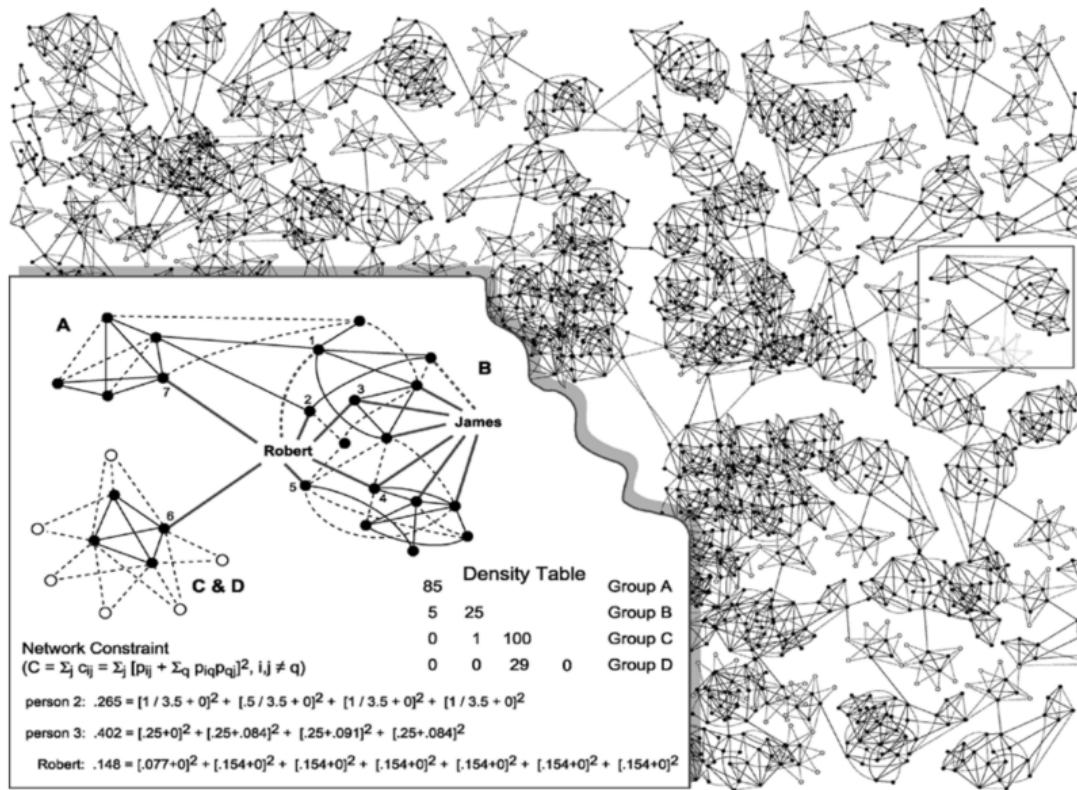
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What Is the Outcome of Small-World Networks?

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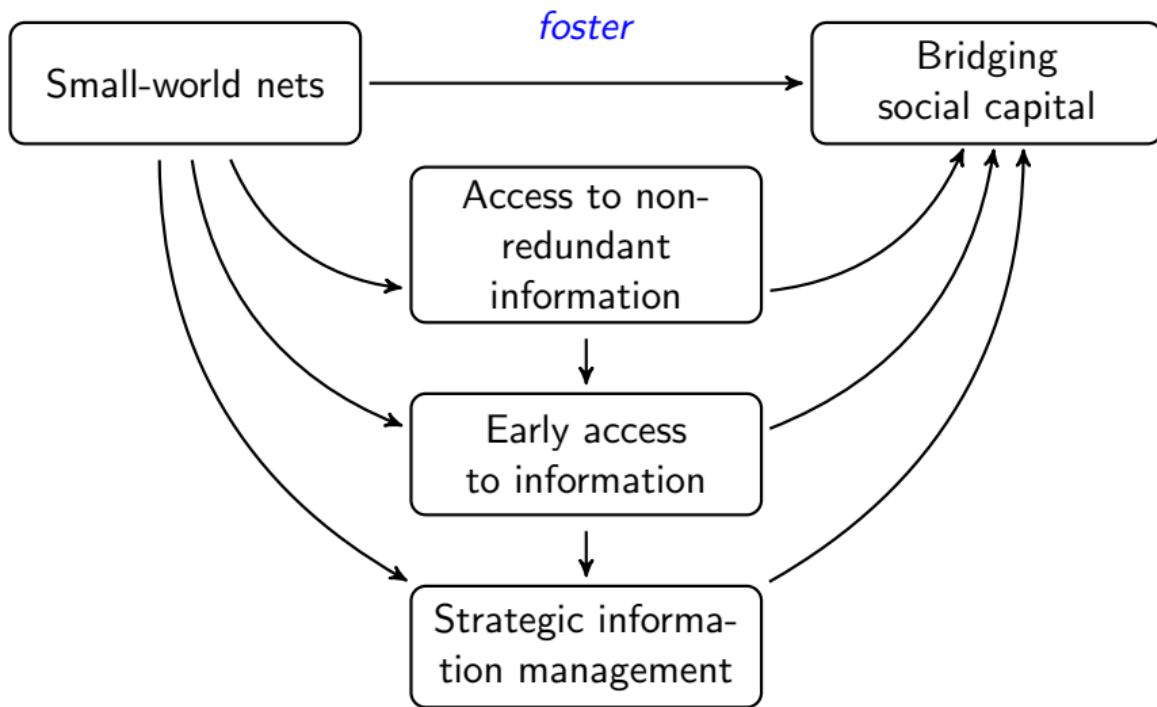
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Evidence on the Returns of Bridging Social Capital

Source [2] — Fig. 2.1: Good ideas and brokerage

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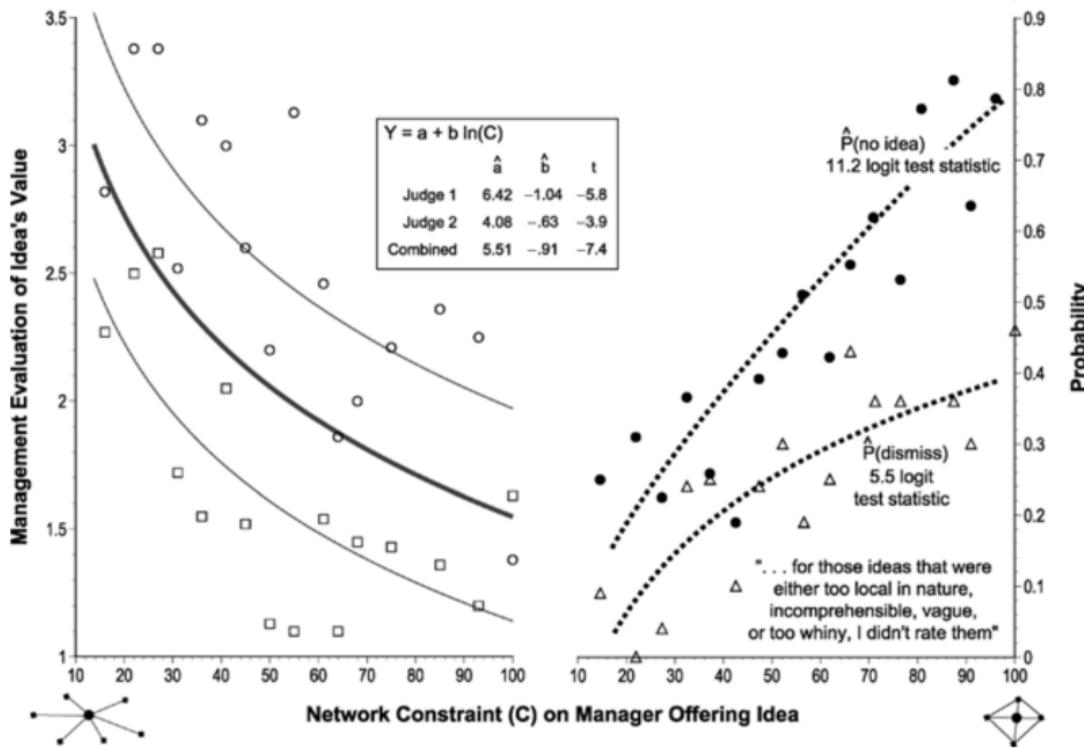
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Metrics Associated with the Brokerage Process

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Bridging Ties

- Edge betweenness

Bridging Positions

- Node betweenness
- Burt's Constraint Index

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Let Us Talk about the Silico Inc. Case

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Time for questions and — hopefully — satisfying answers!

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Today's Class Focus

Organizing
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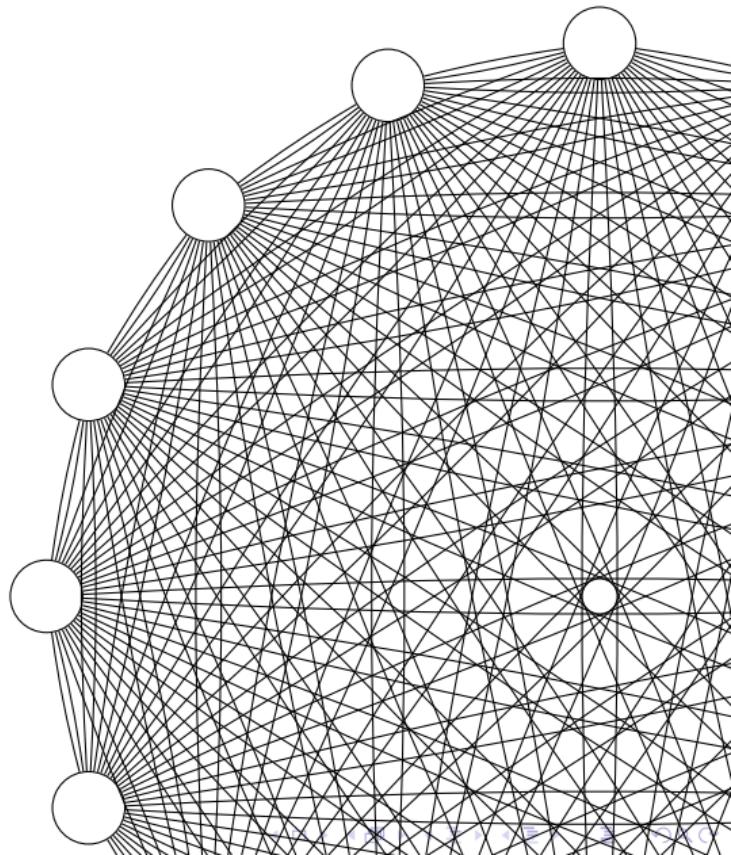
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The attention revolves around
roles and positions in networks
and their importance for the
functioning of organizations and
markets.



Groups of Network Theories

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Underlying model	Social capital	Social homogeneity
Network flow	Capitalization (value creation)	Contagion
Network architecture	Coordination	Adaptation (network change)

Source is [3, page 47]

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Source is [3, page 47]

Networks as Social Capital: Capitalization and Coordination

How do the capitalization and coordination perspectives differ?

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	Capitalization	Coordination
Level of analysis	Individual nodes/groups of nodes — aka, the trees in the forest	The network as a whole — aka, the forest
Key tenet	(Information exchange) Networks bring resources to individual nodes	The organization and functioning of organizations/markets depend on the characteristics of its underlying (information exchange) network
Sample problem	What is the best network position for a node or a group of nodes with a given objective function (e.g., innovativeness)?	What is the best reporting structure for an organization with certain characteristics (e.g., a start-up in a high-tech industry)?

Market Coordination and Network Structure

Price fixing conspiracies in the heavy electrical equipment industry

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THE SOCIAL ORGANIZATION OF CONSPIRACY: ILLEGAL NETWORKS IN THE HEAVY ELECTRICAL EQUIPMENT INDUSTRY*

WAYNE E. BAKER
University of Chicago

ROBERT R. FAULKNER
University of Massachusetts

We analyze the social organization of three well-known price-fixing conspiracies in the heavy electrical equipment industry. Although aspects of collusion have been studied by industrial organization economists and organizational criminologists, the organization of conspiracies has remained virtually unexplored. Using archival data, we reconstruct the actual communication networks involved in conspiracies in switchgear, transformers, and turbines. We find that the structure of illegal networks is driven primarily by the need to maximize concealment, rather than the need to maximize efficiency. However, network structure is also contingent on information-processing requirements imposed by product and market characteristics. Our individual-level model predicts verdict (guilt or innocence), sentence, and fine as functions of personal centrality in the illegal network, network structure, management level, and company size.

"People of the same trade seldom meet together but the conversation ends in a conspiracy against the public, or in some diversion to raise prices."

—Adam Smith, Wealth of Nations

"The fact that secrets do not remain guarded forever is the weakness of the secret society."

—Georg Simmel, The Secret Society

Source is [1]

Key features of the case

- **Scope of the business case:** the case deals with the organization of three well-known price-fixing conspiracies in the heavy electrical equipment industry
- **Relationship under investigation:** the information exchange network among the individuals involved in the price-fixing conspiracy
- **Outcomes of interest:**
 - Coordination among the conspirators
 - Concealment of the conspiracy

Market Coordination and Network Structure

Background: the origin price-fixing conspiracy

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- Collusive agreements in the heavy electrical equipment industry go back to the 1880s, but the price-fixing “*schemes of the 1950s were given special impetus when repeated episodes of price warfare proved incompatible with top management demands for higher profits*” (Scherer 1980, p. 170).
- Top executives imposed unrealistic profit objectives in an industry characterized by chronic overcapacity, increasing foreign competition, and stagnating demand (Ohio Valley 1965, p. 939)
- To cope, managers decided to conspire rather than compete. Their elaborate conspiracy involved as many as 40 manufacturers and included more than 20 product lines, with total annual sales over \$2 billion. The conspiracy was pervasive and long-lasting; it became, insiders said, a “*way of life*” (U.S. Senate Committee on the Judiciary 1961, pp. 16879-84).

Market Coordination and Network Structure

The manifestation of price-fixing conspiracy

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"The Tennessee Valley Authority's (TVA) planning in 1958 for the Colbert Steam Plant exposed the conspiracy. The TVA complained about possible bid rigging to the U.S. Justice Department because it had received identical or nearly identical bids for electrical equipment, ranging from \$3 for insulators to \$17,402,300 for a 500,000 kilowatt steam turbine generator (Walton and Cleveland 1964, pp. 24-29). The Justice Department's investigation in 1959 revealed extensive collusion and grand jury indictments followed in 1960. The U.S. Senate Committee on the Judiciary, Sub-committee on Antitrust and Monopoly (the Kefauver Committee), held hearings on administered prices in April, May, and June 1961."

Source [1, page 838]

Market Coordination and Network Structure

The object of the price-fixing conspiracy

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Switchgears



Transformers



Steam turbine generator



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Network structure promoting concealment

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Proposition 1

The need for secrecy lead conspirators to conceal their activities by creating sparse and decentralized networks.

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Network structure promoting concealment

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Proposition 1

The need for secrecy lead conspirators to conceal their activities by creating sparse and decentralized networks.

Argument for Proposition 1

Decentralization or ‘compartmental insulation’ limits exposure, making it difficult to uncover an entire network, particularly its leader

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Network structure promoting concealment

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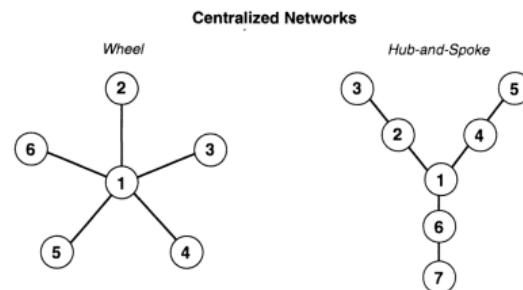
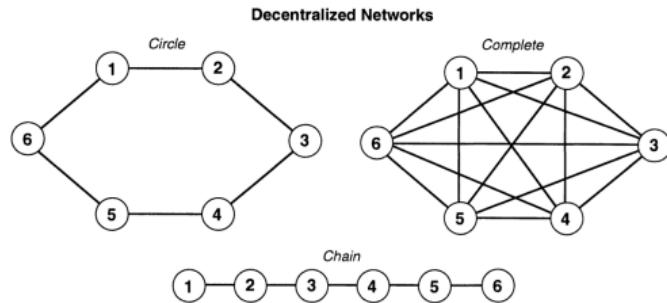
References

Proposition 1

The need for secrecy lead conspirators to conceal their activities by creating sparse and decentralized networks.

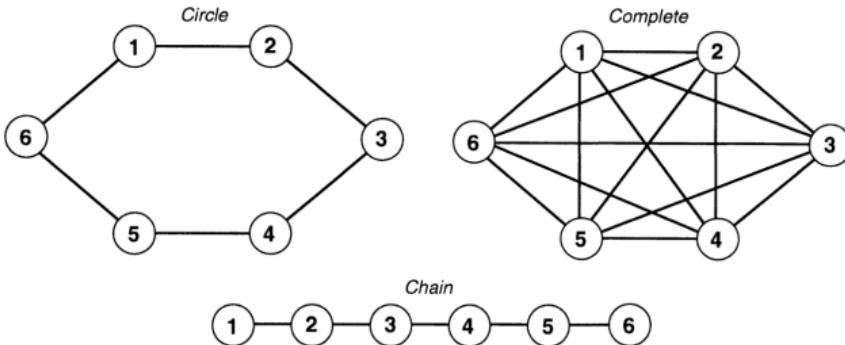
Argument for Proposition 1

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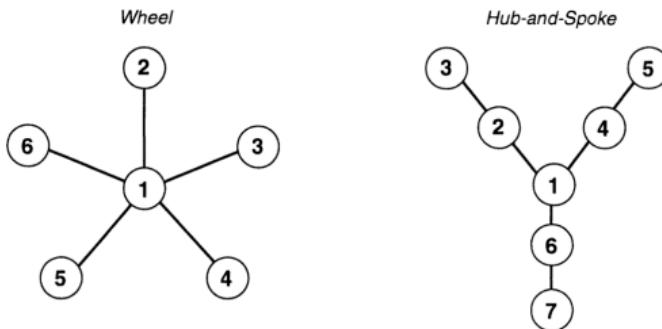


Source [1, page 849]

Decentralized Networks



Centralized Networks



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Network structure promoting coordination

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Proposition 2

The conspiracies with low information-processing requirements — switchgear and transformers — exhibit centralized communication networks. The conspiracy with high information-processing requirements — turbines — should exhibit decentralized communication networks

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Proposition 2

The conspiracies with low information-processing requirements — switchgear and transformers — exhibit centralized communication networks. The conspiracy with high information-processing requirements — turbines — should exhibit decentralized communication networks

Argument for Proposition 2

Experimental research on small groups has found that simple, routine, unambiguous tasks are performed more efficiently in centralized structures, while difficult, complex, ambiguous tasks are performed more efficiently in decentralized structures.

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Network structure promoting coordination

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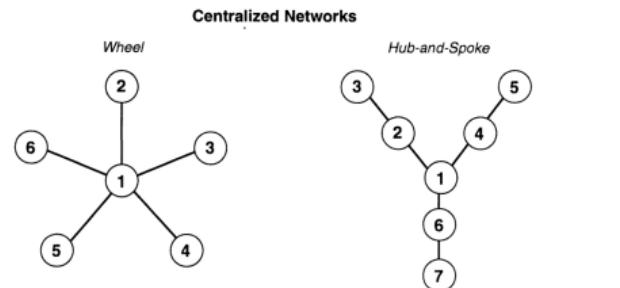
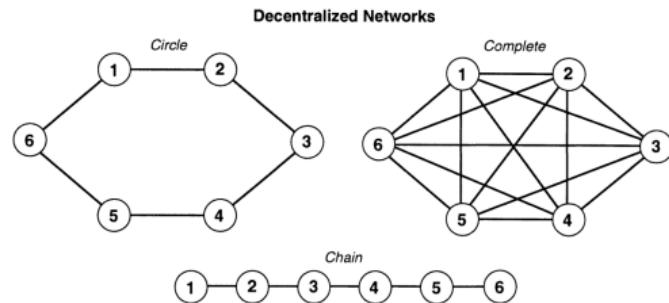
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Source [1, page 849]

Market Coordination and Network Structure

Which is the best network structure to achieve coordination in fix-pricing conspiracy?

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Organization Objective	Information-Processing Requirement	
	High	Low
Concealment	Decentralized networks	Decentralized networks
Coordination	Decentralized networks	Centralized networks

Figure 1. Concealment Versus Coordination: Theoretical Expectations

Source [1, page 845]

Market Coordination and Network Structure

Results

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Table 1. Network Characteristics and Outcomes for Three Price-Fixing Conspiracies

Network Characteristic and Outcome	Conspiracy		
	Switchgear	Transformers	Turbines
<i>Network Characteristic</i>			
Size (number of participants)	33	21	24
Density	.23.3	.32.4	.35.5
Niemenen graph centralization (degree)	41.7	36.1	51.4
Freeman graph centralization (betweenness)	21.3	17.6	24.2
Sabidussi graph centralization (farness)	39.0	37.4	60.8
<i>Outcome</i>			
Percent guilty	66.7	52.4	16.7***
Recommended sentence (in months)	1.43	2.64	1.25
Imposed sentence (in months)	.57	.82	.75
Time served (in months)	.10	.18	.25
Recommended fine (\$ in dollars)	\$2.33	\$2.95	\$5.25***
Imposed fine (\$ in dollars)	\$2.17	\$2.91	\$4.50*

* p < .05 *** p < .001 (one-way ANOVA)

Note: All outcomes except verdict are averages based on guilty verdicts.

Source [1, page 851]

Market Coordination and Network Structure

Results

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Source [1, page 851]

Table 2. Logistic Coefficients for Regression of Verdict on Personal Attributes and Network Variables: Participants in Three Price-Fixing Conspiracies

Independent Variable	Model I
Constant	-3.834* (1.890)
General Electric (1 = GE; 0 = otherwise)	-.561 (.769)
Westinghouse (1 = Westinghouse; 0 = otherwise)	-.060 (.875)
Turbines conspiracy (1 = turbines; 0 = switchgear or transformers)	-3.416* (1.471)
Top executive (1 = top executive; 0 = otherwise)	.281 (.753)
Middle manager (1 = middle manager; 0 = otherwise)	1.643† (.927)
Turbines conspiracy × top executive	4.020* (2.019)
Degree centrality	.381** (.138)
Betweenness centrality	.002 (.021)
Farness centrality	.020 (.019)
Number of participants	.69

† p < .05 (one-tailed test)

* p < .05 ** p < .01 (two-tailed test)

Note: Numbers in parentheses are standard errors. This model correctly classifies 86.5 percent of those found guilty and 78.1 percent of those found not guilty. Overall, the model correctly classifies 82.6 percent.

Source [1, page 852]

Time for the Ragu Sauce Simulation Game!

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Ragu Sauce Simulation Game

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Goal

Teams of seven members are asked to write on a piece of paper the recipe for the authentic Italian ragu sauce without using the Internet and without asking to 'externals.'

Setup

- A team has seven members, a.k.a., nodes
- The information on how to make the sauce is dispersed across four 'source' nodes
 - Two members know sub-sets of ingredients
 - Two members know sub-sets of cooking steps
- The 'manager' nodes — who do not have any specific information on ingredients and cooking steps — are required to collect and synthesize the information from the 'source' nodes

What are the insights of the ragu sauce simulation game?

The Trees Mask the Forest Behind a Network

A graph with $N = 1,000$ and $\langle k \rangle = 4.85$

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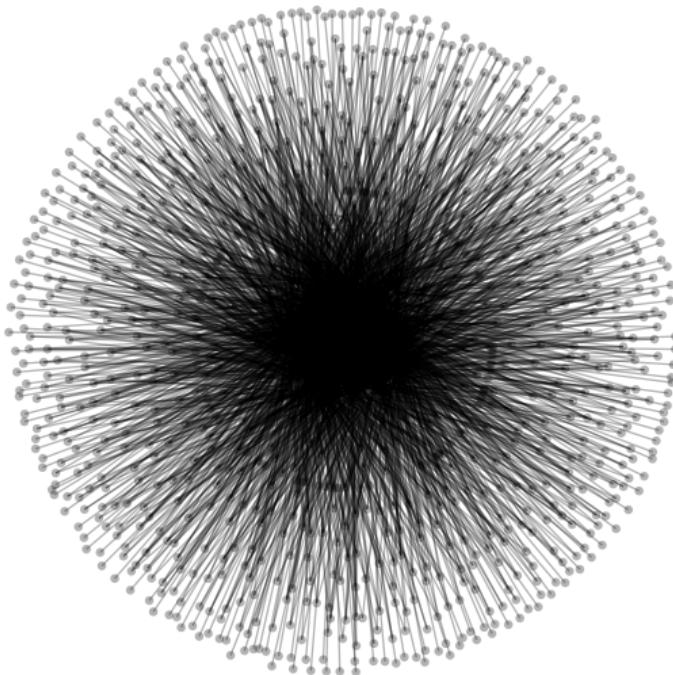
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Leading question

- Can you see any types of position in this network?
- That is, can you see specific types of nodes occupying a certain position in the network?

Revealing the Forest Behind a Network

The block-model for a graph with $N = 1,000$ and $\langle k \rangle = 4.85$

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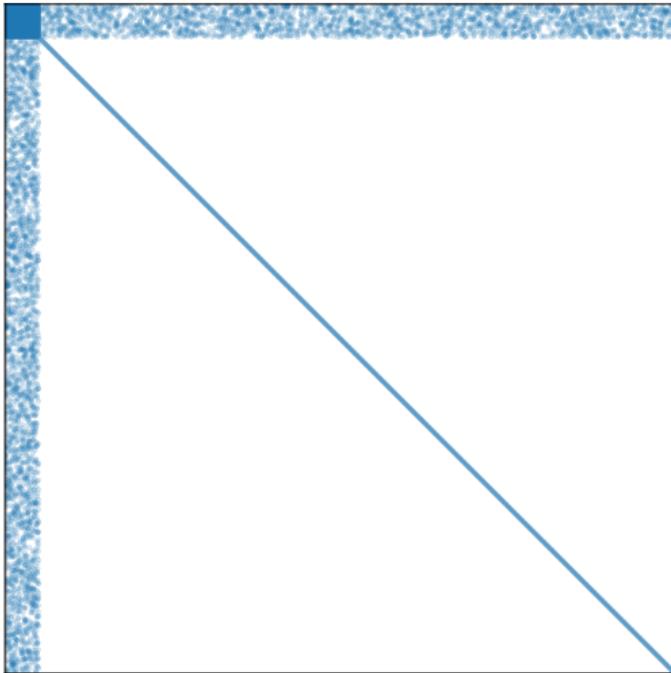
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- [1] Wayne E Baker and Robert R Faulkner. "The Social Organization of Conspiracy: Illegal Networks in the Heavy Electrical Equipment Industry". In: *American Sociological Review* 58.6 (1993), p. 837.
- [2] Ronald S Burt. *Brokerage and Closure: An Introduction to Social Capital*. OUP Oxford, 2007.
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- [4] Angelika Steger and Nicholas C Wormald. "Generating Random Regular Graphs Quickly". In: *Combinatorics, Probability and Computing* 8.4 (1999), pp. 377–396.
- [5] Duncan J Watts and Steven H Strogatz. "Collective Dynamics of 'Small-World' Networks". In: *nature* 393.6684 (1998), pp. 440–442.