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IB > Vol.2 No.3, September 2010

OPEN ACCESS

Power Perspective: A New Framework for Top Management Team Theory

PDF (Size: 200KB) PP. 274-281 DOI: 10.4236/ib.2010.23035

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ABSTRACT

Top management team theory (TMTT) has been researching on the relationship between top management team (TMT) and organization outcome through demographic characteristic and its heterogeneity. As the researcher failed to solve the "black box" problem, they get no consistent findings. Power perspective of TMTT will help out of the research predicament, so to focus on combing and assessing the TMT power, demographic characteristic based TMTT research and TMT team process. Based on the early research works, new research framework of power-based TMTT and future research suggestions are proposed.

KEYWORDS

Top Management Team, Power, Framework

Cite this paper

Y. Chen, Y. Ge and Z. Song, "Power Perspective: A New Framework for Top Management Team Theory," *iBusiness*, Vol. 2 No. 3, 2010, pp. 274-281. doi: 10.4236/ib.2010.23035.

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