



# Social Networks and Organizations

By Martin Kilduff, Wenpin Tsai

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'The authors should be congratulated for not only offering an excellent tour de force of cutting-edge work in social network analysis, but also charting some new possible territories for future organizational research' -

### *Environment and Planning*

Social Networks and Organizations provides a compact introduction to major concepts in the area of organizational social networks.

The book covers the rudiments of methods, explores major debates, and directs attention to theoretical directions, including a vigorous critique of some taken-for-granted assumptions. The book is aimed at all of those who seek a lucid and lively treatment of social network approaches to organizational research, with a particular emphasis on the neglected area of interpersonal networks in organizations.

In this book, Martin Kilduff and Wenpin Tsai offer new insights to those already familiar with network analysis, and motivate those interested in pursuing network research to embark on journeys of discovery.

'This book is extremely timely. It provides a wonderful synthesis of the recently burgeoning literature in the area of organizations and social networks. It should be relevant at once for both the experienced network scholar as well as those entering this growing area' - **Ranjay Gulati, Kellogg School of Management, Northwestern University**

'Martin Kilduff and Wenpin Tsai have done a marvellous job of not only reviewing and integrating the diverse streams of literatures on social networks, but also of showing the enormous potential of this research approach that still lies untapped. Overall, this book will prove to be an invaluable resource for interested graduate students as well as for established scholars in the field' - **Sumantra Ghoshal, Professor of Strategic and International Management, London Business School**

`Research on social networks is already one of the most vibrant areas of organizational inquiry. How can it possibly become any more so? This book by Kilduff and Tsai opens up many new avenues for network research and theory-building. Whether you're newly-interested in social networks or a veteran of the topic, you will benefit from Kilduff and Tsai's marvellous contribution' - ***Donald C Hambrick, Smeal College of Business Administration, The Pennsylvania State University***

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## Editorial Review

### About the Author

**Martin Kilduff** (PhD Cornell, 1988) is Professor of Organizational Behavior at University College London, former editor of *Academy of Management Review* (2006-08), and currently associate editor of *Administrative Science Quarterly*. Prior to joining UCL he served as Diageo Professor of Management Studies at Cambridge University, and prior to that served on the faculties of University of Texas at Austin, Penn State, and Insead. His work focuses on social networks and includes the co-authored books *Social Networks and Organizations* (Sage: 2003); and *Interpersonal networks in organizations: Cognition, personality, dynamics and culture* (Cambridge University Press: 2008). His research relates personality to network structure (e.g., *Journal of Applied Psychology*, 2008; *Administrative Science Quarterly*, 2001), perceived networks to actual networks (e.g., *Organizational Behavior and Human Decision Processes*, 2008; *Academy of Management Journal*, 1994), and proposes new theory concerning scientific innovation (e.g., *Academy of Management Review*, 2011). Current research continues many of these emphases including research on how bias affects perceptions of women's networks, how emotion distorts network perceptions, and how people's careers are boosted by ties from the past.

Wenpin Tsai is Professor of Business Administration in the Smeal College of Business at the Pennsylvania State University. He holds degrees from National Taiwan University (BBA), George Washington University (MBA), and London Business School (PhD). His current research interests include social capital, knowledge transfer, network evolution, and cooperative and competitive interactions inside and across organizations. His work has appeared in *Academy of Management Journal*, *Academy of Management Review*, *Strategic Management Journal*, *Organization Science* and *Organization Behavior and Human Decision Processes*. He has also published a book on social networks and organizations (co-author Martin Kilduff). Wenpin is currently on or has served on the editorial boards of *Academy of Management Journal*, *Academy of Management Review*, and *Strategic Management Journal*. His contributions to the profession have also been recognized through several outstanding reviewer awards. In addition, he has been appointed as a Special Issue Editor (2004), member of advisory committee (2004-2007), and Associate Editor (2008-2010) of *Academy of Management Journal*.

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