

Organizations have a defined framework: Every organization irrespective of the size has a systematic structure designed with people, processes, specialized departments, and follows a process. It has a formalized structure of hierarchies, reporting and communicating structure, policies and plans.

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[20.] Conner, K., "A historical comparison of resource-based theory and five schools of thought within industrial organizationaleconomics: do we have a new theory of the firm?", *Journal of Management*, Vol. 17 No. 1, 1991, pp. 121-54.

[56.] There is always a risk of making ambiguous theorizing and interpretations of empirical material by applying an experience-near concept. Bittner [57] discusses the danger involved in using experience-near concepts in organizational analysis. In his view, "there is nothing wrong with borrowing a common sense concept for the purpose of (theory building). The point at which the use of common sense concepts becomes a transgression is where such concepts are expected to do the analytical work for theoretical concepts" (p. 70). To avoid using tools for analysis which lead to flawed explanations, we feel that it is necessary to let concepts like "competence" and "knowledge" be subject to some further theoretical inquiry.

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