Organizational Simulation

Victor M. Corman

Organizational Simulation:

   Organizational Simulation William B. Rouse,Kenneth R. Boff,2005-07-08 From modeling and simulation to games and entertainment With contributions from leaders in systems and organizational modeling behavioral and social sciences computing and visualization and gaming and entertainment Organizational Simulation both articulates the grand vision of immersive environments and shows in detail how to realize it This book offers unparalleled insight into the cutting edge of the field since it was written by those who actually researched designed developed deployed marketed sold and critiqued today s best organizational simulations The coverage is divided into four sections Introduction outlines the need for organizational simulation to support strategic thinking design of unprecedented systems and organizational learning including the functionality and technology required to enable this support Behaviors covers the state of knowledge of individual group and team behaviors and performance how performance can best be supported how performance is affected by national differences and how organizational performance can best be measured Modeling describes the latest approaches to modeling and simulating people groups teams and organizations as well as narrative contexts and organizational environments within which these entities act drawing from a rich set of modeling methods and tools Simulations and Games illustrates a wide range of fielded simulations games and entertainment including the methods and tools employed for designing developing deploying and evaluating these systems as well as the social implications for the associated communities that have emerged Addressing all levels of organizational simulation architecture with theories and applications and enabling technologies for each Organizational Simulation offers students and professionals the premier reference and practical toolbox for this dynamic field   Developing Organizational Simulations George C. Thornton III,Rose A. Mueller-Hanson,Deborah E. Rupp,2017-03-27 This second edition of Developing Organizational Simulations provides a concise source of information on effective and practical methods for constructing simulation exercises for the assessment of psychological characteristics relevant to effectiveness in work organizations Incorporating new additions such as the multiple ways technology can be used in the design delivery scoring and evaluating of simulation exercises as well as the delivery of feedback based on the results this book is user friendly with practical how to guidance including many graphics boxes and examples This book is ideal for practitioners consultants HR specialists students and researchers in need of guidance developing organizational simulations for personnel selection promotion diagnosis training or research It is also suited for courses workshops and training programs in testing and measurement personnel selection training and development and research methodology   *Developing Organizational Simulations* George C. Thornton III,Deborah E. Rupp,Rose A. Mueller-Hanson,Rose Hanson,2003-10-17 This book provides a concise source of information on effective and practical methods for constructing simulation exercises for the assessment of psychological characteristics relevant to effectiveness in work organizations Simulation exercises present the examinee with descriptions of complex situations that stimulate aspects

of real world settings and problems Examinees are required to demonstrate overt behavior in handling the problems presented The process and or products of this behavior are observed by trained assessors who observe behavior classify behaviors into relevant dimensions and evaluate effectiveness Simulations can provide assessments of abilities skills and competencies not readily measured by other testing techniques Developing Organizational Simulations provides practical guidance for defining the attributes to be assessed constructing the stimulus material and designing methods for administration and scoring Several different situational exercises are presented including business games leaderless group discussions in baskets one on one interaction simulations and case studies presentations Steps to ensure the reliability validity and legal defensibility of assessments from simulations are described In addition the book presents the use of simulation exercises for the purposes of personnel selection training development and certification Professional standards and guidelines relevant to the construction of simulation exercises are also covered **Handbook of Systems Engineering and Management** Andrew P. Sage,William B. Rouse,2014-12-31 The trusted handbook now in a new edition This newly revised handbook presents a multifaceted view of systems engineering from process and systems management perspectives It begins with a comprehensive introduction to the subject and provides a brief overview of the thirty four chapters that follow This introductory chapter is intended to serve as a field guide that indicates why when and how to use the material that follows in the handbook Topical coverage includes systems engineering life cycles and management risk management discovering system requirements configuration management cost management total quality management reliability maintainability and availability concurrent engineering standards in systems engineering system architectures systems design systems integration systematic measurements human supervisory control managing organizational and individual decision making systems reengineering project planning human systems integration information technology and knowledge management and more The handbook is written and edited for systems engineers in industry and government and to serve as a university reference handbook in systems engineering and management courses By focusing on systems engineering processes and systems management the editors have produced a long lasting handbook that will make a difference in the design of systems of all types that are large in scale and or scope **Technical Report** Human Resources Research Organization,1967 **Virtual Design Team: a Computational Simulation Model of Project Organizations** Stanford University. Center for Integrated Facility Engineering,1994 **The Economics of Human Systems Integration** William B. Rouse,2011-04-22 Fundamental Economic Principles Methods and Tools for Addressing Human Systems Integration Issues and Tradeoffs Human Systems Integration HSI is a new and fundamental integrating discipline designed to help move business and engineering cultures toward more human centered systems Integrating consideration of human abilities limitations and preferences into engineering systems yields important cost and performance benefits that otherwise would not have been accomplished In order for this new discipline to be effective however a cultural change starting with

organizational leadership is often necessary The Economics of Human Systems Integration explains the difficulties underlying valuation of investments in people s training and education safety and health and work productivity It provides an overview of how the field of economics addresses these difficulties focusing on human issues associated with design development production operations maintenance and sustainment of complex systems The set of thought leaders recruited as contributors to this volume collectively provides a compelling set of data and principles for assessing the economic value of investing in people not just in general but in specific investment situations The early chapters provide the contexts for HSI and investment analysis illustrating the enormous difference context makes in how issues are best framed and analyzed A host of practical methods and tools for investment valuation are then presented Provided are A variety of real world applications of economic analysis ranging from military acquisition and automotive investment to healthcare and high tech investments in general in both the U S and abroad A range of economics based methods and tools for cost analysis cost benefit analysis and investment analysis as well as sources of data for performing such analyses Differing perspectives on economic decision making including a range of private sector points of view as well as government and regulatory perspectives In addition five real world case studies illustrate how such valuations have been done and their major impacts on investment decisions HSI professionals systems engineers and finance professionals who address investment analysis will appreciate the wide range of methods and real life applications senior undergraduates and masters level graduate students will find this to be an excellent textbook that provides theory and supports practice   An Agent-Based Simulation Model for Organizational Analysis ,2006 In many fields including engineering management and organizational science simulation based computational organization theory has been used to gain insight into the degree of match congruence between the organization people work processes and structure and the tasks carried out by the organization Simulation helps identify the bottlenecks and improve the quality and efficiency of an organization In this paper we propose an approach based on the congruence model for analyzing and simulating the performance of an organization in project based mission environments In our model organizations are constructed in terms of interacting components namely work and agents The organizational structure depicts the grouping of agents and the hierarchical arrangement of the groups The congruence model of organizational behavior is based on the degree to which different components of the organization fit together We use a discrete event simulator specifically the Extend trademark simulation package to quantify the performance of an organization based on this model We illustrate our approach using a symbolic example of an air operations center organization
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