The informal elements of an organization (such as its culture and social networks) and its formal elements (like structure and incentives) are known to jointly shape organizational behavior and performance. However, the links between the two are less understood: How does structure shape culture and informal social networks, and vice versa?

The *Journal of Organization Design* welcomes submissions to a new special collection of articles focused on “Linking Design and Emergence: Structure, Culture, and Networks in Organizations.” **The deadline for submissions is 31 October 2019.**

**Aims and scope**

This collection aims to curate cutting-edge thinking on this topic which is relevant to both research and practice. Possible research questions that reflect the scope of the collection include, but are not limited to:

- How do design choices about the formal structure (i.e. grouping, reporting relationships, incentives), sorting (i.e. hiring, retention), and sensemaking processes (i.e. socialization, creating opportunities for interaction) influence the emergence of informal organization?
- Can particular networks or cultures be created through design?
- What is the role of physical space and architecture in moderating/mediating the links between formal and informal organization?
- How do existing culture and informal social networks shape the choice set and effectiveness of formal organization designs?
- Are certain designs simply ruled out in some cultures?

We publish various article types, including research papers, research primers, translationals, case studies, commentaries, and “point of view” papers, all of which can be submitted to this collection. Refer to [http://jorgdesign.springeropen.com](http://jorgdesign.springeropen.com) for guidelines pertaining to each article type, as well as examples of published work.
Guest Editors

The *Journal of Organization Design*’s special collection on “Linking Design and Emergence: Structure, Culture, and Networks in Organizations” will be guest-edited by Srikanth Paruchuri (Lead Guest Editor), Micki Eisenman, and Phanish Puranam.

*Srikanth Paruchuri* is an Associate Professor at Smeal College of Business at the Pennsylvania State University. He studies how informal organizations shape firm innovation processes and outcomes. His studies specifically focus on intra-organizational networks as a form of informal organization.

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Instructions


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