



Multilevel Theory, Research, and Methods in Organizations: Foundations, Extensions, and New Directions

Katherine J. Klein, Steve W. J. Kozlowski

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Organizational science has never been a fully integrated discipline. Traditionally, organizational research has been conducted from three distinct points of view--the organization, the group, and the individual--although it is clear that processes occurring across all levels of an organization affect the behavior of individuals, groups, and organizations as a whole. This fragmentation has encouraged the proliferation of separate disciplines, theories, and approaches. But in this volume, two dozen experts convince readers to consider multilevel analysis in the study of virtually all phenomena that occur within organizations. By illuminating top-down, bottom-up, and A-level processes and effects within an organization, the contributors bridge the gap between macro and micro approaches with a single unified theory.

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