Research in the Department of Organization Sciences is organized in the OPOS—
Organizations and Processes of Organizing in Society—Research Program. We are currently
in the process of developing OPOS towards the central mission of **advancing understanding
of processes of organizing by examining these processes through the lens of
organizations as interdependent systems**. Interdependence plays an important role for
internal organizational processes (cooperation and conflict at the micro-level, between
coworkers, and at the meso-level, between teams and departments), but also for external
organizational processes (i.e. the macro-level: the way in which organizations cooperate and
compete within their environment). Researchers in the department study topics related to
interdependence within three Research Groups: Cooperation and Conflict between Individuals
and within Teams (prof. Dr. B. Beersma); Networks and Institutions (Prof. Dr. P.
Groenewegen), and Change and Identity (Prof. Dr. I. Drori). The three groups are
interconnected by intergroup collaboration of researchers in the department.

The **Cooperation and Conflict between Individuals and within Teams** Research Group
focuses on cooperation and competition in organizations, with a specific focus on team
performance and conflict management. Researchers use both quantitative and qualitative
methods to answer research questions related to organizational behavior at the micro- and
meso-level (individuals and teams in organizations), and particularly about how
organizational institutions and the identity of organizational employees affect organizational
behavior, and are in turn affected by such behavior. Prof. Dr. Bianca Beersma is the chair of
this research group. Staff members in this research group are Dick de Gilder, Cathy van Dyck,
Maria Dijkstra, Ed Sleebos, and Yvette Taminiau (specific research profiles can be found [here](#)).

The **Networks and Institutions** Research Group focuses on institutional dynamics and
arrangements, as well as collaboration in a network perspective. The group aims to combine
qualitative and network and other analytic methods with new digital methods for social
research. For the approach to networks we combine methods that are close as possible to the
experience of employees in organizations, members of communities or interorganizational
collaboration. Prof. Dr. Peter Groenewegen is the chair of this research group. Staff members
in this research group are Kees, Boersma, Julie Ferguson, Frank den Hond, Christine Moser,
Peter van der Sijde and Jeroen Wolbers. (specific research profiles can be found [here](#)).

The **Change and Identity** Research Group engages in research into meaning-making and
identity formation in situations of organizational change and collaboration. The group’s
members explore how large issues – health care, higher education, public-private
collaboration, social entrepreneurship, infrastructure projects, environmental
sustainability, globalization – play out in local settings within and between organizations.
Researchers in the group combine a variety of interpretive methods with an emphasis on
inductive and ethnographic methods. Prof. dr. Israel Drori is the chair of this research group.
Staff members that conducting related research are: Frans Kamsteeg, Sytze Kingma, Henk
Koerten, Alfons van Marrewijk, Henk Nies, Antonie van Nistelrooij, Thérèse
Onderdenwijngaard, Ida Sabelis, Christine Teelken, Peter van den Besselaar, Françoise
Companjen, Marcel Veenswijk, Harry Wels and Sierk Ybema. (specific research profiles can
be found [here](#)).