

HUMAN RESOURCES MODEL

**Toward
human commitment**

**Toward
decentralization,
differentiation**

OPEN SYSTEMS MODEL

**Toward
expansion,
adaptation**

Value of
human resources,
training

Adaptability,
readiness

Cohesion,
morale

Growth,
resource acquisition,
external support

internal

external

**Toward maintenance
of the socio-technical
system**

**Toward competitive position
of the overall system**

Information
management,
communication

Productivity,
Efficiency

Stability,
control

control

Planning,
goal setting

**Toward
consolidation,
continuity**

**Toward
centralization,
integration**

**Toward
maximization of
output**

INTERNAL PROCESS MODEL

RATIONAL GOAL MODEL