“Tri-Spaces” – The Model of Organizational Space Theory

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Abstract: The importance of internal creative spaces or innovative local environments in the development of an organization is well known. The subject of open and closed office spaces has long been analyzed. But research on holistic organizational spaces is rather fragmented. It seems that research on the comprehensive approach to multidimensional spaces of an organization is justified. The presentation aims to introduce the results of the research on the significance and influence of various spaces on new organizations. The starting point for the studies presented in this presentation is the results of research conducted to validate the hypothesis of the organization’s space model (a priori). The model was subjected to the procedure of empirical verification based on surveys of over 400 managers and in-depth interviews in 10 organizations. As a result of the analysis, and empirically confirmed model of the organization’s spaces was developed (a posteriori). The results of the research presented will show, based on the a posteriori model the impact of the heterogeneous and ontologically different spaces of organizations, such as physical (geographical); “material”, relational, contextual, micro, macro and cyberspace (virtual) on the processes of change and development of the organization.

Keywords: organization, space, theory