

## **PROPOSAL: (WHEN) DO FIRMS HAVE SOCIAL CAPITAL?**

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Both theory and empirical research on inter-organizational networks essentially assume that firms have control over their relationships with other firms. But informal relationships exist between people, in this case employees, not between firms. In many cases, the employee actually “owns” the relationship, placing limits on the firm’s ability to use it. This project will explore these limits and their consequences for academic research and for managers.

The project will primarily involve searching, summarizing and critically evaluating existing empirical research on inter-organizational networks.