

CHAPTER 16

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# AN INTERSUBJECTIVE MEASURE OF ORGANIZATIONAL COMPLEXITY: A NEW APPROACH

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*This chapter attempts to accomplish the following goals:*

- a. *formulate and elaborate the epistemological problem of studying organizational complexity qua phenomenon and of using “organizational complexity” qua analytical concept in the study of other organizational phenomena;*
- b. *propose and defend a solution to this epistemological problem by introducing a definition of complexity that: 1. introduces the dependence of ‘complexity of an object’ on the model of the object used, without either; 2. falling into a fully subjective and relative view of complexity or; 3. falling into a falsely subject-independent view thereof and thus; 5. making precise the subjective and objective ‘contributions’ to the definition of complexity to the end of; 5. making ‘complexity’ tout court a useful analytical construct or hermeneutic device for understanding organizational phenomena;*
- c. *show how the new view of complexity can be usefully applied in conjunction with classical, well-established models of organizations to understand the organizational phenomena that are paradigmatic for the research tradition of each of those models;*
- d. *derive the implications of the new view of organizational complexity for the way we study and intervene in organizational life-worlds.*