



# **The Dilemma of Size from a System Learning Perspective: The Case of the Kibbutz (Contemporary Studies in Applied Behavioral Science)**

*Amittai Niv, Dan Bar-On*

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The book deals with the tension between the concept of an intimate community and the requirement faced by most modern organizations to obtain effectiveness through the utilization of economies of scale. The tension between these two poles constitutes the dilemma of size. Based on four case studies done in the Kibbutz context, the authors reach conclusions regarding the connection between technological and social rapid changes, their impact on size, and processes of organizational learning and change necessary to help organizations adapt and further develop.

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