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He is a member of the Strategic Management Society, the Academy of Management, NTL, and the Organization Development Network. He lives with his wife and three children in San Juan Capistrano, California. Thomas G. Cummings is the author of "Organization Development and Change (with InfoTrac College Edition Printed Access Card)", published 2008 ...

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CHAPTER 9 Designing Interventions 153. these contingencies results in modifying or adjusting the change program to fit the setting. In applying a reward-system intervention to an organization, the changes might have to be modified depending on whether the firm wants to reinforce individual or team performance.

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