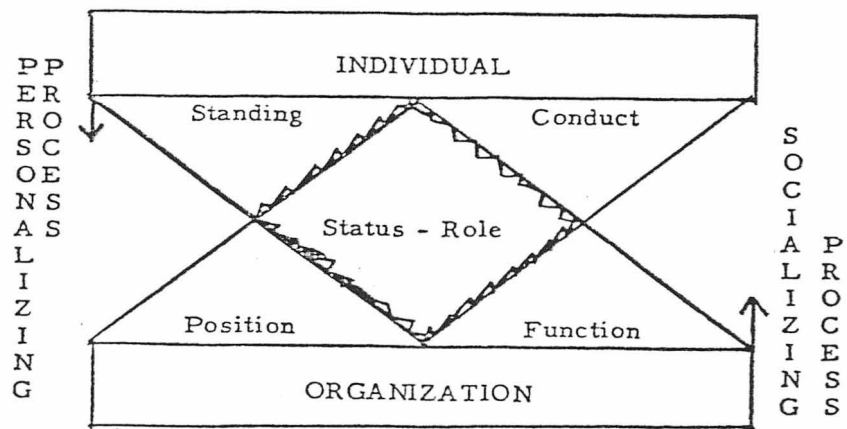


### Fusion Process

The *Fusion Process* is simply the simultaneous operation of the Socializing and Personalizing processes. Their simultaneous operation reconstructs *both* the individual and the organization.\* The simultaneous operation of the organization on the individual and of the individual on the organization results in an actual merging or fusing of the two. And the pattern of the actual interaction of the organization and the individual is diagrammatically represented by the central area of the overlapping triangles in Chart III.

CHART III. THE FUSION PROCESS



The *activities* which are the dynamic stuff of this interaction are composed not of "formal tasks" alone, or "informal tasks" alone, or "acts" alone, but of actions and reactions in which all of them are fused. The groupings of activities are not formal or informal "functions" alone; or "conducts" alone; they may be called *roles* that are a fusion of all three. The *structural term* with which the roles may be identified is not "positions" alone, or "standings" alone, but *statuses* that are a fusion of them all. The names

\* When the word "organization" is used without the modifying word "formal," it will be taken to comprehend both the "Formal Organization" and the "Informal Groups."