

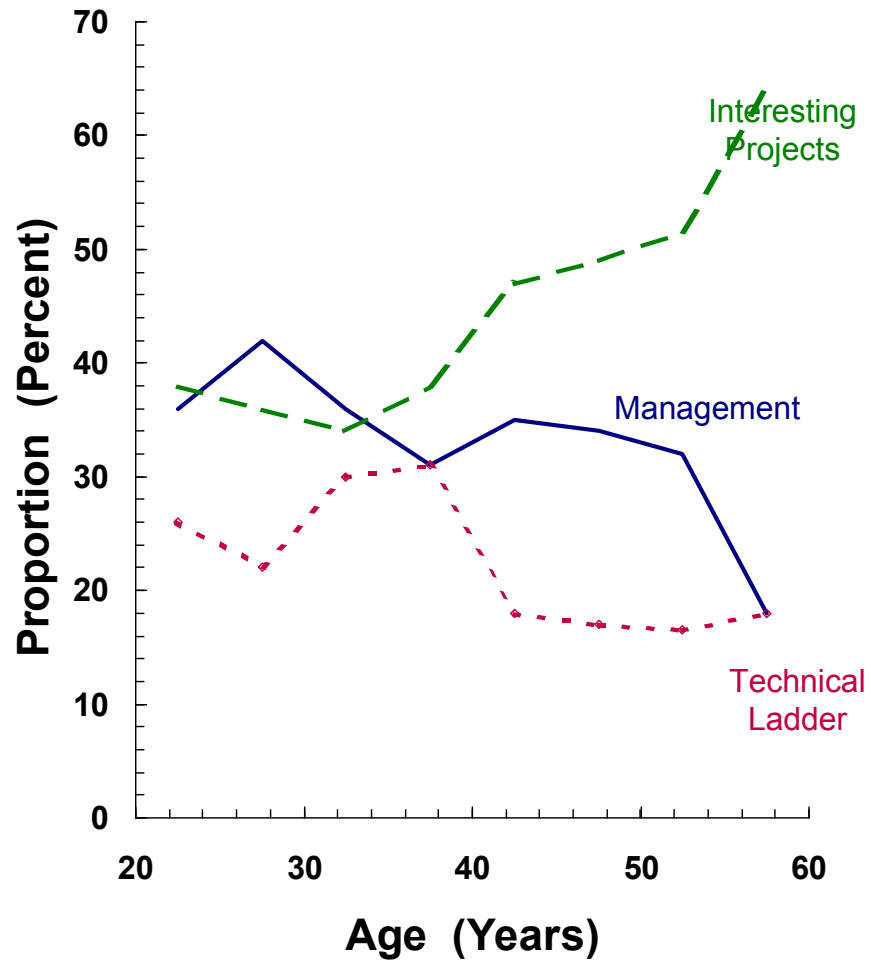
Part I - Reference Material



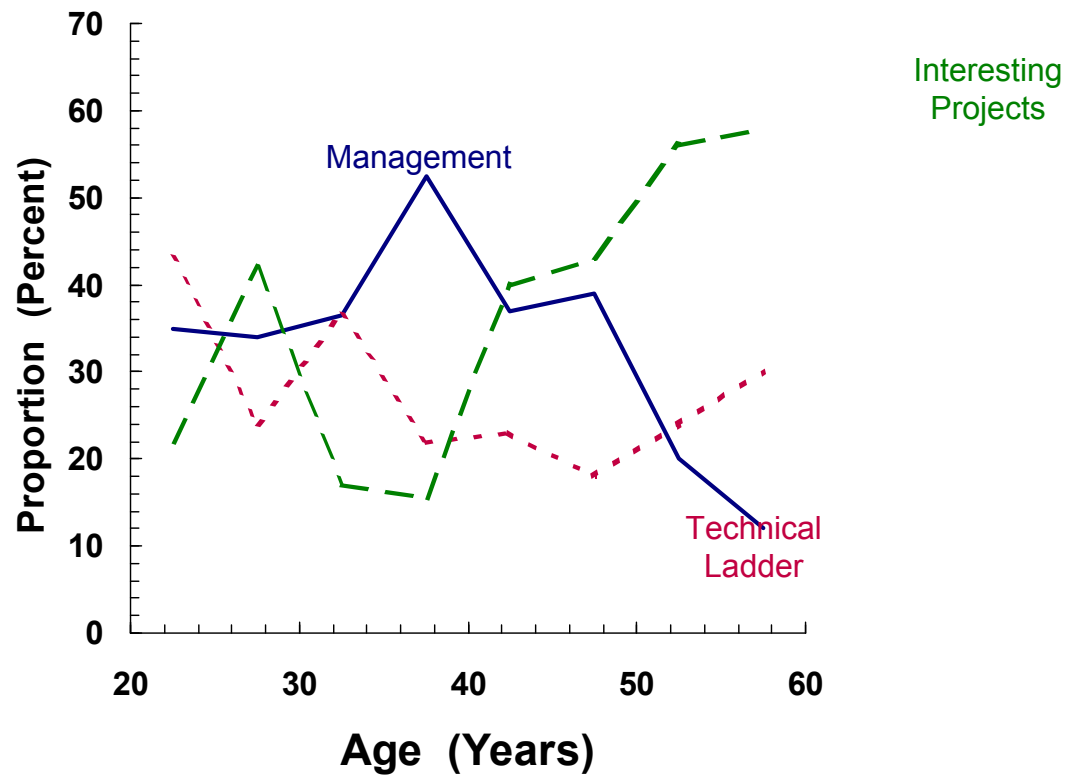
Allen, Thomas J. and Ralph Katz, 1991. "The Treble Ladder revisited –Why do Engineers lose interest in the Dual Ladder as they grow older," *International Journal of Vehicle Design*, Vol. 12, Issue 5-6, pp 478-488.

Allen, Thomas J. and Ralph Katz, 1992. "Age, Education and the Technical Ladder," *IEEE Transactions on Engineering Management*, Vol. 39, Issue 3, pp 237-245.

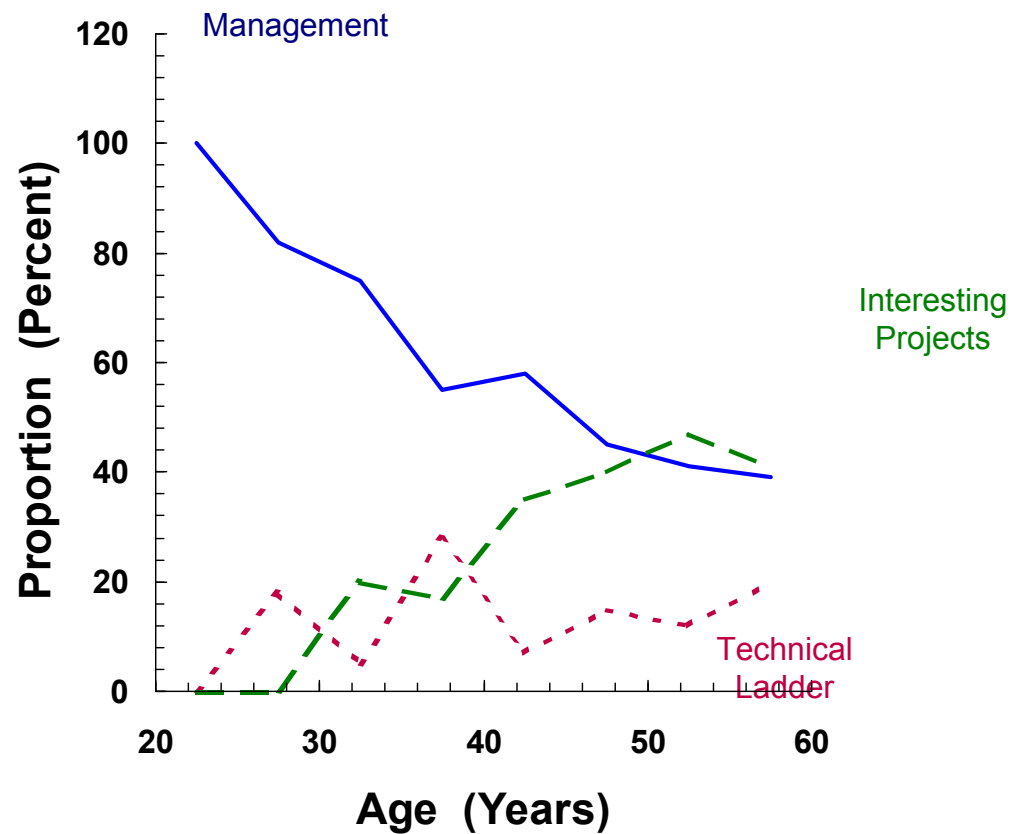
Career Preference as a Function of Age (N = 1,402)



Career Preferences of Technical Ladder Staff as a Function of Age (N = 351)



Career Preferences of Managers as a Function of Age (N = 374)

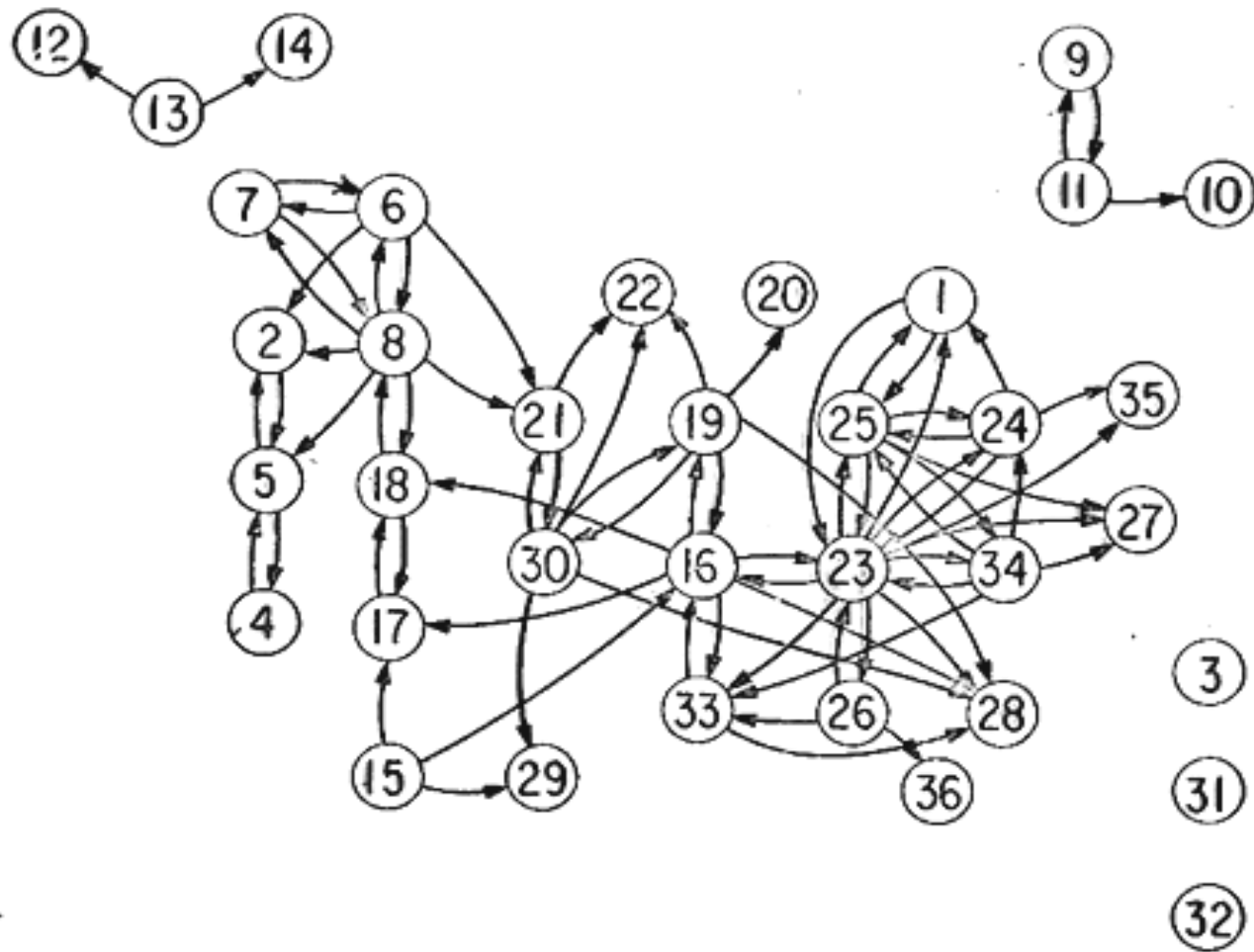


Part II - Reference Material



Allen, Thomas J., 1977. *Managing the Flow of Technology: Technology Transfer and the Dissemination of Technological Information within the R and D Organization*, MIT Press, Cambridge, MA.

Communication Network in a Small Laboratory



The Two Principal Factors Determining Communication in an Organization

- Physical Location
- Work Interdependence
 - Coordination
 - Information
 - Inspiration (Creativity)