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# Conducting an Organizational Network Analysis

Identify a strategically important group

Assess meaningful and actionable relationships

Constructing and administering the survey

## ❖ **Visual analysis of organizational networks**

Quantitative analysis of organizational networks

Create meaningful intervention plans

Assess progress and outcomes

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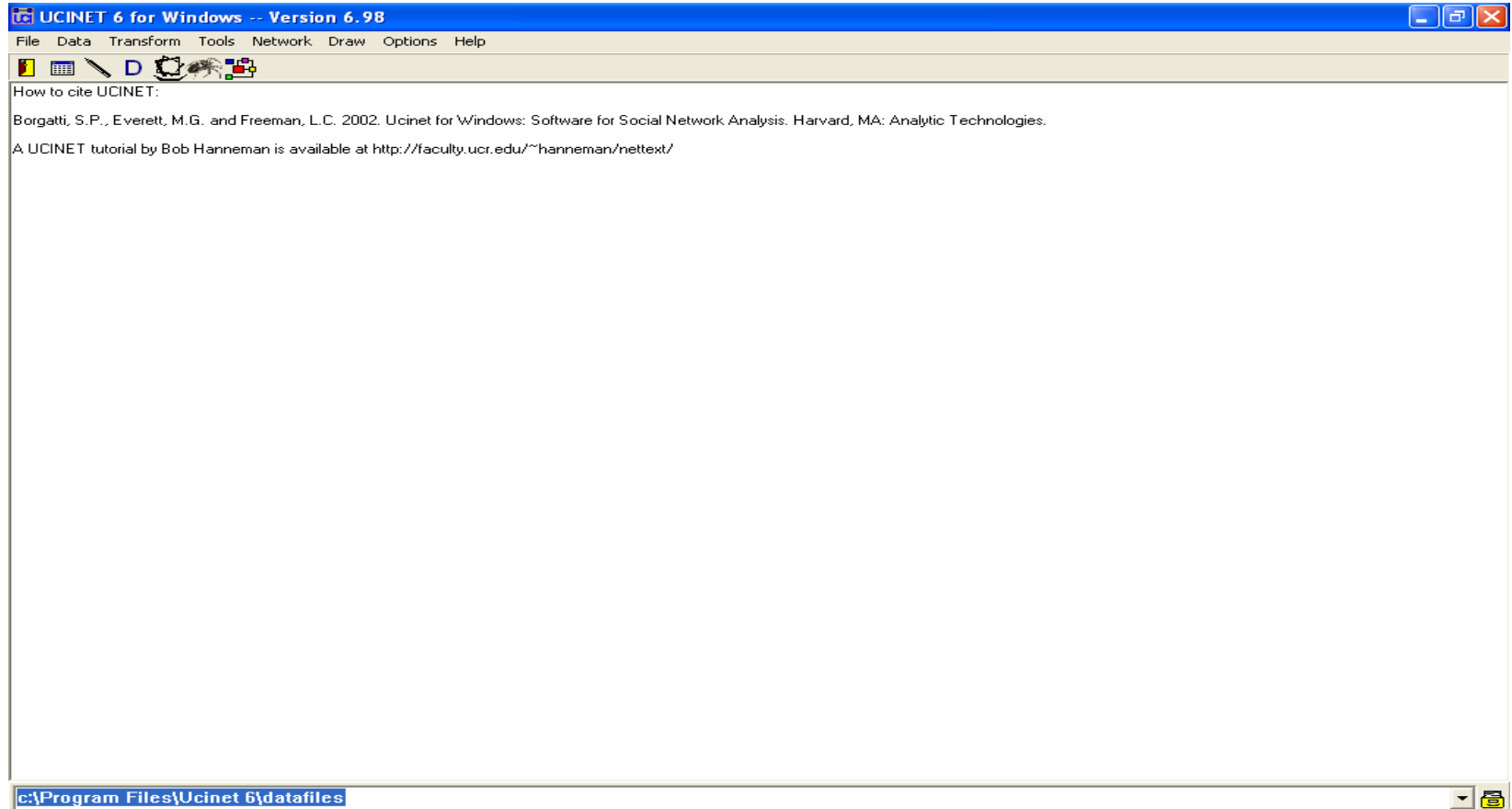
# Organizational Network Analysis Software

- There are numerous network analysis software packages available. We use the following.
  - UCINET: Windows based tool which is used to manipulate and analyze the data. It includes a comprehensive range of network techniques. See [www.analytictech.com](http://www.analytictech.com)
  - NetDraw: Visualization software that creates pictures of networks. It can also incorporate attribute data into the diagrams. See [www.analytictech.com](http://www.analytictech.com)
  - Pajek: Sophisticated visualization software available from <http://vlado.fmf.uni-lj.si>
  - Mage: Three dimensional drawing tool available from [ftp://152.174.194/pcprograms/Win95\\_98\\_2000/](ftp://152.174.194/pcprograms/Win95_98_2000/)

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# An Overview of UCINET



# Transferring Data from Excel

Microsoft Excel - SNA data

File Edit View Insert Format Tools Data Window Help

Type a question for help

Arial 10 B I U

Reply with Changes... End Review...

W4

1 Please indicate how often you have turned to this person  
 2 for information or advice on work-related topics in the past three months.  
 3  
 4 Response Scale:  
 5 Blank = I Do Not Know This Person  
 6 1 = Never  
 7 2 = Seldom  
 8 3 = Sometimes  
 9 4 = Often  
 10 5 = Very Often

	AR	BM	BJ	BS	BR	BS	BW	BS	BP	BD	CR	CD	DI	DB	EE	ER	FK	GS	GM	HA	HK	HB	HS	HR	JE	KR	KA	LR	LK	ME	MG	MJ	NP	OI	PH	PS
AR	0	0	5	0	0	0	0	3	3	0	0	3	0	0	2	0	0	0	0	0	0	3	0	0	2	0	0	0	0	0	0	0	0	0	0	0
BM	1	0	0	2	1	3	5	4	0	1	5	1	4	4	0	2	0	3	2	5	1	3	0	0	3	1	4	4	5	0	2	0	2	3	5	0
BJ	4	0	0	1	0	0	0	1	4	0	0	4	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	4	2	0	0	0
BS	0	0	0	0	0	0	0	3	0	0	2	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	3	3	0	0	0	0
BR	0	1	0	0	0	5	1	0	0	0	0	1	2	0	0	1	5	3	2	0	3	0	3	5	2	1	3	0	0	0	0	1	0	1	0	3
BS	0	1	0	0	3	5	1	0	0	0	1	0	1	1	0	0	3	0	4	2	3	0	3	0	5	5	1	5	1	0	0	0	0	0	1	5
BW	0	5	0	0	0	0	0	3	0	0	3	0	3	5	0	0	0	0	2	4	0	0	2	0	2	2	2	4	0	0	0	0	4	5	0	0
BS	4	3	2	4	0	0	3	0	3	3	1	4	0	0	2	2	0	1	1	2	0	4	0	0	0	0	0	0	1	0	5	4	5	3	0	0
BP	3	0	2	1	0	0	0	1	0	0	0	1	0	0	1	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	1	2	1	0	0	0
BD	3	1	0	1	0	0	0	4	1	0	1	1	0	1	0	0	1	1	1	2	0	0	2	0	0	0	2	0	0	2	0	1	1	0	0	0
CR	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CD	3	1	2	1	1	1	1	3	2	1	1	0	1	1	1	1	1	1	1	1	1	5	1	1	1	1	1	1	1	1	2	2	5	1	1	1
DI	0	3	0	0	1	1	2	0	0	0	1	0	0	0	0	0	1	2	2	2	1	0	1	0	1	2	1	3	0	0	0	0	1	1	0	0
DB	0	4	0	0	1	1	2	1	0	0	1	0	0	0	0	0	0	0	1	3	0	1	1	0	0	0	1	1	0	0	1	0	1	0	1	0
EE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ER	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
FK	0	0	0	0	1	2	0	0	0	1	0	0	1	0	0	0	0	0	3	1	1	0	4	0	2	3	0	3	3	0	0	0	0	0	0	2
GS	1	4	0	0	2	0	2	2	1	1	2	0	5	0	1	1	0	0	0	4	0	2	0	0	4	2	3	2	2	0	3	0	3	3	1	0
GM	0	3	0	0	5	5	3	0	0	2	0	3	2	0	0	3	2	0	0	2	2	0	0	3	5	2	3	2	0	0	0	0	0	0	0	5
HA	2	3	0	2	2	2	3	4	1	2	4	2	5	4	0	0	1	4	3	0	1	2	3	0	3	2	4	4	4	0	3	0	0	3	2	2

Info Value / Attr /

Ready

# Transferring Excel Matrix Data into UCINET

	AR	BM	BJ	BS	BR	BS	BW	BS	BP	BD	CR	CD	DI
AR	0	0	5	0	0	0	0	3	3	0	0	3	0
BM	1	0	0	2	1	3	5	4	0	1	5	1	4
BJ	4	0	0	1	0	0	0	1	4	0	0	4	0
BS	0	0	0	0	0	0	0	3	0	0	2	0	0
BR	0	1	0	0	0	5	1	0	0	0	0	0	1
BS	0	1	0	0	3	5	1	0	0	0	1	0	1
BW	0	5	0	0	0	0	0	3	0	0	3	0	3
BS	4	3	2	4	0	0	3	0	3	3	1	4	0
BP	3	0	2	1	0	0	0	1	0	0	0	1	0
BD	3	1	0	1	0	0	0	4	1	0	1	1	0
CR	0	5	0	0	0	0	0	0	0	0	0	0	0
CD	3	1	2	1	1	1	1	3	2	1	1	0	1
DI	0	3	0	0	1	1	2	0	0	0	1	0	0
DB	0	4	0	0	1	1	2	1	0	0	1	0	0
EE	0	0	0	0	0	0	0	0	0	0	0	0	0
ER	1	1	1	1	1	1	1	1	1	1	1	1	1
FK	0	0	0	0	1	2	0	0	0	1	0	0	1
GS	1	4	0	0	2	0	2	2	1	1	2	0	5
GM	0	3	0	0	5	5	3	0	0	0	2	0	3
HA	2	3	0	2	2	2	3	4	1	2	4	2	5
HK	0	2	0	0	0	3	0	0	0	0	0	0	0
HB	1	2	1	2	1	1	1	3	1	1	2	5	1
HS	2	1	0	0	3	3	1	0	0	3	2	0	1
HR	0	0	0	0	0	0	0	0	0	0	0	0	0
JE	0	2	0	0	2	5	1	0	0	0	1	0	1
KR	1	1	0	0	5	5	1	0	1	0	2	0	1
KA	0	4	0	0	2	2	2	0	0	0	1	0	5
LR	0	3	0	0	2	5	2	0	0	2	2	0	2
LK	0	4	0	1	3	1	4	1	0	0	1	0	3
ME	0	0	0	0	0	0	0	0	0	0	0	0	0
MG	2	2	1	3	0	0	0	5	1	2	0	2	0
MJ	2	0	2	5	0	0	0	2	2	0	0	1	0
NP	2	2	0	5	0	0	0	5	2	2	1	5	0
OI	1	2	0	0	1	1	1	2	0	0	0	0	1

Step 1. Copy data from Excel

Step 2. Paste into spreadsheet editor in UCINET

Step 3. Save as "info," etc.

# Transferring Attribute Data into UCINET

	Hierarchy	Gender	Practice	Region	Location
AR	3	1	3	1	3
BM	4	1	6	2	1
BJ	1	2	6	1	7
BS	4	1	6	1	4
BR	4	1	5	2	1
BS	4	1	5	2	1
BW	3	1	6	2	1
BS	5	1	6	1	3
BP	2	1	6	1	7
BD	4	1	4	1	3
CR	4	1	6	2	1
CD	4	1	6	1	3
DI	2	2	4	2	1
DB	4	1	4	2	1
EE	3	2	6	1	6
ER	3	1	6	1	3
FK	1	2	5	2	1
GS	3	1	6	2	1
GM	3	1	5	2	1
HA	5	1	4	2	1
HK	4	2	1	2	1
HB	2	1	2	1	6
HS	3	2	1	2	1
HR	1	2	6	2	1
JE	2	1	1	2	1
KR	4	1	5	2	1
KA	2	1	4	2	1
LR	3	1	5	2	1
LK	2	2	4	2	1
ME	1	1	2	2	1
MG	4	1	3	1	4
MJ	2	1	6	1	3
NP	4	1	2	1	3
OI	4	1	2	1	5

Step 1. Copy data from Excel

Step 2. Paste into spreadsheet editor in UCINET

Step 3. Save as "attrib"

The remainder of this document is restricted to Network Roundtable members.

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