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Reverse dependency : a longitudinal case study investigation into headquarter-subsidary relationship in the context of an emerging country

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Degree of 'dependence' on HQ	H	Dependency Subsidiary conforms to HQ – <i>Dependence assimilation 1 (top-bottom)</i> (3.1)	Transformation Both the HQ and subsidiary find new ways of sharing – <i>Dependence transformation</i> (3.3)
		Best of Both Additive from both sides – <i>Dependence integration</i> (2.2)	
	L	Preservation Subsidiary retains its independence – <i>Dependence autonomy</i> (1.1)	Reverse Dependency Unusual case subsidiary dictating terms – <i>Dependence assimilation 2 (bottom-top)</i> (1.3)
	L	Degree of 'dependence' on Subsidiary	H

Source: Authors' compilation

Figure 1: Dependency scenarios between HQ and subsidiary

Table 1:- Data Collection. **Please insert this information into the text and delete table.**

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Case study organisation	Interviews in year 2010-2011	Interviews in year 2011-2012	Interviewee details
Rural BPO-A	6	6	2 Directors, 1 General manager and 3 Senior line managers
Total interviews	12		