

Fig.1: Functions of communities

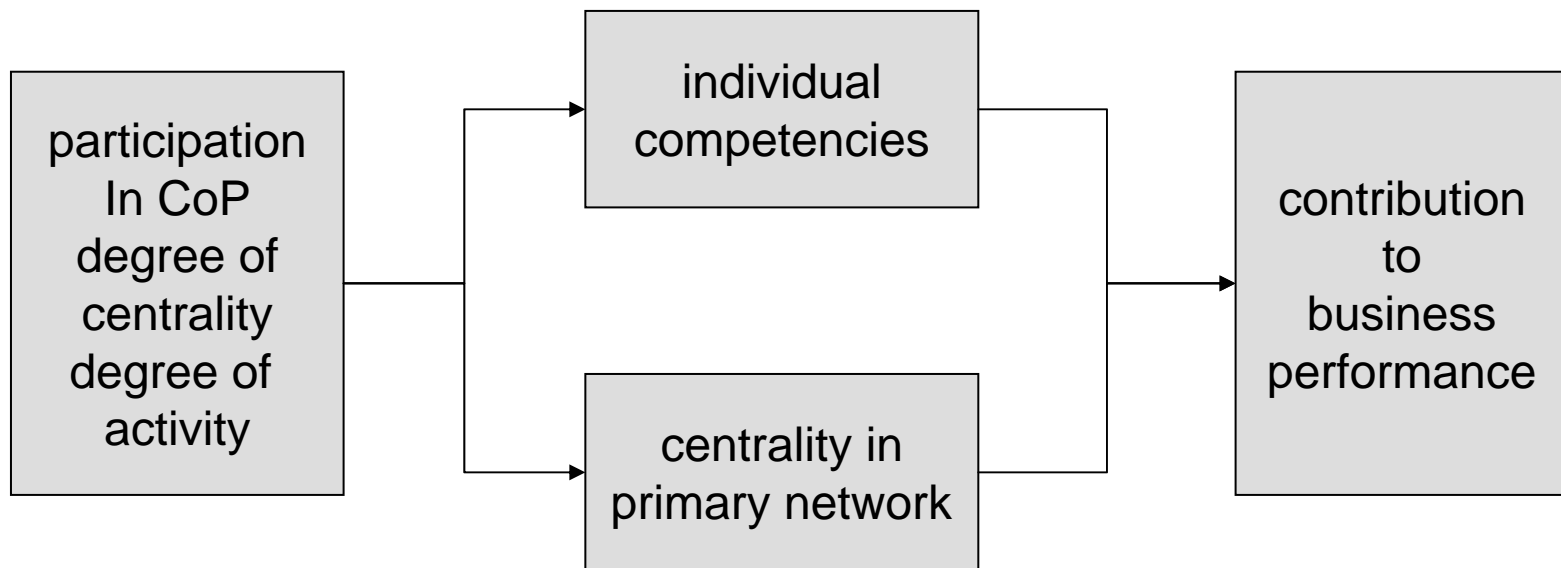


Fig. 2: Influence of CoPs on organisational performance