

# Discussion



Based on the learning this semester the definition of an organization is revised using Bolman and Deal's (2008) frame perspectives. The original definition did not reflect all four of each of the frames. From a structural frame perspective the organization is defined as social architecture that exists to allow performance of labor through technology, workforce, and environment. The structural perspective is the most formal of all the frames. The organization is viewed rationally and non-emotionally. Labor is divided, there is an established hierarchy, and there are rules, policies, procedures, processes, and a separate entity from the people – the company. The person travels or goes to the job or work. People exist to serve the organization. From a human resource frame perspective, the organization exists to serve the human needs rather than the human existing to serve the organization. In the truest sense the opposite perspective of the structural frame. Inherently, the organization is at tension within itself from the moment it begins to exist. Human Frame perspective says that human needs must be met for organizational needs to be met. The people are the organization and worth investing in. The organization focuses on ensuring the right human resource strategies are in place such as human resource hiring and keeping valued employees and building on diversity. The Political Frame Perspective is a way of viewing organization as a group of assimilated like-minded individuals. Recognizing these individuals have grouped together, the political frame allocates resources according to the political structures in place rather than accepting simple hierarchical frames. Goals and decisions are made through negotiations and the level of power one holds determines results. The Symbolic Frame Perspective provides the vision and the inspiration for the people of the organization, the emotional glue to keep

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everyone striving for a common goal and purpose. The focus on mission, vision, values and purpose and organizational culture is critical to ensure the proper foundation for organizational success. References Bolman, L. G. & Deal, T. E. (2008). Reframing organizations: Artistry, choice, and leadership (4th ed.). CA: Jossey-Bass.