

Neo-classical organization theories research paper

[Education](#), [University](#)



Abstract This paper focuses on analyzing The University of California at Berkeley which an institution for developing young professionals who could fit in the society. The analysis of the paper is directed towards the discussion of its organizational and management styles. The purpose is to apply the organizational and management theories taught in class in a real life situation. Analysis is done by comparing the functioning of the University with various Organizational theorists. The paper also discusses ways in which the University enhances culture by developing core values which follow the norms of its culture. All this is directed towards ensuring excellence in the institution as it looks forward to yield professionals who would lead to the development of the society. The introduction gives the back ground information the University of California at Berkeley which includes its functions and the hierarchy of its management. On the other hand the body focuses on analyzing the functioning of the University with relevance to organizational theories, management practices, system theory, classical theories studied in class and also discusses the impacts of the university in ensuring excellence. Finally, the conclusion gives a brief summary of the whole analysis as presented in the entire paper.

Introduction

Classical Organization Theories University of California at Berkeley has some aspects of Weber's classical bureaucracy theory in its management. To start with, is the element of hierarchy of Authority where by its management is organized from the top management level to lower management level (Tompkins, 2005). Information flows right from the top of the management to subordinates. This is to imply that there is supervision of lower office by

higher office just as Weber's classical bureaucracy theory provides. In addition, there is an element of division of labor in the organization. The management of Harvard University is divided into various departments. It is within these departments where the element of division of labor arises. Labor in each department is based on specialization of roles for instance; people working in the finance department are specialist in finance and same to the rest of the departments. This is in line with the provisions of Weber's classical bureaucracy which advocates for the division of labor.

On the other hand, with relevance to scientific management theory of Fredric Taylor, University of California at Berkeley practices task specialization. Every worker has been assigned a department which matches with his or her area of specialization. The reason behind this aspect is to foster work efficiency. These Universities managements have been divided into departments and each department has been assigned workers who have skills and knowledge they require. Taylor advocates for the same arguing that specialization enhances performance efficiency of an organization (Tompkins, 2005).

Finally, the University utilizes centralized planning and control in their management. Each department holds meetings and comes up with its plans and ways of controlling their activities. Following this, the heads from each department meet and come up with final plans and control mechanisms for the University. Nevertheless, every head of the department acts as a supervisor of entire group of his or her department. The main task as the supervisor is providing the workers with instructions on how to implement the laid plans and control system. This aspect is in line with Fredric Taylor

provisions in his theory of scientific management. He believes that to ensure efficiency, then there should be centralized planning and control where experts are the ones who take place in this exercise (Tompkins, 2005).

System Theory

The Impact of the Organization on Excellence

In addition, the University has conducive environment which is very vital in yielding professionals. The University admits both local and international students thus enhancing social development and thus promoting friendship and understanding among various societies in the world. Economically, the university provides scholarship for needy students thus helping the promotion of education for all. It offers various education programs which give students from all walks of life an opportunity to make choice of what they want to undertake. Nevertheless, it is also dedicated to the society since it promotes social environment through preaching good moral behaviors which would make their products fit well in the society. All this combine to help the University ensure excellence.

Conclusion

References

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