

# Mr groegaard

Experience, Human Nature



Environment of Organization of the Environment Networks in and Around Organizations Learning points the rational perspective Discuss central elements in the rational system perspective of organizations. Discuss the concept of differentiations and its consequences How may we argue that Taylor did not consider elements of the social structure of the organization and how may we argue that he did? Discuss how the technological developments the last 20 years have revalidated or devastated the relevance of the rational perspective?

How does goal setting work in organizations When does it work and when does it not? Discuss the importance of the talent of management in the rational perspective Agenda Introduction Rational System Taylor Payola Lecture on Organizations as rational systems Weber - Weber Simon Wrap-up Case workshop Lecture on goals in organizations A Rational System Definition Organizations are collectives oriented and coordinated to the pursuit of relative specific goals Organizations are collectivities that exhibit a relatively high degree of formalization

Conscious Deliberate Organizations vary with respect to specificity of goals Degree of formalization Consciousness Deliberation Organizations vary with respect to degree of rationality... Specificity of goals Both with regard to strategies & implementation Why? How?

Coot's definition: Organizations are collectivities oriented to the pursuit of relatively specific goals and exhibiting relatively highly formalized social structure Organizations as Rational Systems The extent to which a series of actions is organized in such a way as to lead to predetermined goals with

maximum efficiency Scott, 2003 Taylor's Scientific Management Task analysis  
- Motion studies clear tasks and goals the rule of reason improved quality  
lower costs higher wages higher output 1856- 1915 Modern Times  
modern\_times copy. Ova Labor-management cooperation, experimentation,  
Feedback Training Mutual help and supportStressreduction Careful selection  
and development of people Irony 1: Taylor was fired from one of his Jobs Too  
successful Labor Unions complained about the firing of 40% of the workers.