Organizational theories

Organizational Theories Organizational Theories Organizational Design and Change Organizational design is a metaphor that provides a structural framework through which the firm manages to realize its main qualities as indicated in its vision statement. In simple terms, organizational change helps in providing the infrastructure in which organizational processes are deployed. It also ensures that some of the organizational qualities are attained throughout the business processes (Cummings & Worley, 2009). On the other hand, organizational change occurs when the organization develops a transition to a future state. Organizational change entails the transition process in the organization. In this case, managing organizational change entails planning and implementing change throughout the organization in order to minimize organizational costs and employee resistance in the organization (Cummings & Worley, 2009).

Uncertainty in the Organizational Environment

Environmental uncertainty in the organization entails the degree to which the company is related to different environmental forces that the company has to deal with including the suppliers, customers and technology (Daft, Murphy, & Willmott, 2010). Uncertainty in the organization applies to predictable future events especially to physical measurements, which are already established in the organizational environment. Uncertainty tends to arise in stochastic or observable organizational environments or due to organizational ignorance. Dealing with uncertainty calls for managers to put in strategies that see to it that they are dealt with them when occur, and this prevents stalling of processes.

Relationship between Organizational Design, Change, and Uncertainty in the

Organizational Environment

Organizational design/change tends to generate uncertainties in the organizational environments. In most cases, complicated organizational framework through which the organization manages to realize its main qualities may end up creating complexities in the organizational environments. In simple terms, organizational changes and design lead to ambiguity in working environments (Daft, Murphy, & Willmott, 2010). Managing change and design in the organization perhaps remains the biggest challenge, which organizational managers face in most organizations today. Staying competitive in most markets would require that the organization remain open and adaptable to change. Therefore, organizational changes in this case would mean new processes and designs in the organization. Alternatively, it would mean keeping employees motivated, maintaining market demands and being open to organizational changes. In most cases, these aspects may create uncertainties in any working environment especially when the organization is overwhelmed. Organizations are also likely to struggle especially with changes and designs in place.

Influence

With the right leadership style, organizational structure, and management tools, organizational change and design remain possible. In fact, proper management of organizational change and design can influence organizational effectiveness. Uncertainties especially in the organizational environment in most cases lead to failures and complexities in the organization. However, proper management of changes and design in the

organization would minimize uncertainties in the organizational environment. On the other hand, an effective relationship between organizational design, change and uncertainties in the working environment will most definitely produce effective results in the organization. In this case, the three aspects provide infrastructure in which organizational processes are deployed. Additionally, proper changes and design in the organization help in ensuring that some of the organizational qualities are attained throughout the business processes. This aspect will limit uncertainties in the organization and instead focus on establishing effectiveness in the organization.

References

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