

Organizational communication persuasive essay

[Sociology](#), [Communication](#)



Shockley-Zalabak (2009) suggests the major characteristics of the scientific management school are carefully developed chains of command and efficient division of labor” (p. 68). The netmba. com (2010) website, which cites Taylor (1911), suggests the following four major characteristics of the scientific management school: * Replace the rule-of-thumb work methods based on a scientific study of the tasks. * Scientifically select, train, and develop each worker rather than passively leaving them to train themselves. Cooperate with the workers to ensure that the scientifically methods are being followed. * Divide work nearly evenly between managers and workers, so that the managers apply scientific management principles to planning the work and the workers actually perform the tasks. (p. 1)

The scientific method implication on communication is manifested in management controlling the chain of communication. Shockley-Zalabak (2009), who cites Fayol (1949), suggests “ orders should come from only one superior and that a bypass of the chain of command would be a source of problems” (p. 9). I believe this suggest that communication is organized from the top down. In addition, I believe this communication method does not afford any input from subordinates or other stakeholders. I believe it assumes that management is always right and is the only source of solutions. Thereby, I believe subordinates are somewhat disenfranchised. Shockley-Zalabak (2009) suggests, “ The human behavior [school characteristics] assumes that work is accomplished through people and emphasizes cooperation, participation, satisfaction, and interpersonal skills” (p. 72).

Therefore, I believe this theory encourages open, participatory communication between management and subordinates at all levels. In my organization, I believe our school based management and planning team utilizes this management style in making decisions. The worldbank. org (2007) website suggests school-based management “ is the decentralization of authority from the central government to the school level” (p. 2). Our school based planning management team encourages cooperation, shared decision-making, and participation among all stakeholders, which are tenets of the human behavior theory.

Shockley-Zalabak (2009) suggests, integrated perspectives characteristics “ attempt to explain how people, technologies, and environments integrate to influence all that happens in organizations” (p. 77-78). I believe this theory, as Shockley-Zalabak (2009) suggests, affects “ the effectiveness of communication [not only] within the organization, but also to how the organization communicates with its environment, its customers, and community” (p. 88).

In my organization, technology is used to communicate real-time attendance, schedule, and grading data to parents and students through a system called SchoolMax. The K12progrms. com website suggests, SchoolMax is one of the most technologically advanced web-based student information systems available on the market today that addresses the broad needs of today's K-12 school districts with a fully integrated and feature rich solution for the management of student information. In final analysis, I suggest scientific

method, human behavior, and integrated perspectives influence organizational communication.

References

http://siteresources.worldbank.org/EDUCATION/Resources/278200-1099079877269/547664-1099079934475/547667-1145313948551/what_is_SBM.pdf