

# Theoretical approaches

Business



According to Daft, Murphy and Willmott p. 430), a strong organizational culture is one that acknowledges workplace diversity, collectivism and flexibility. Since organizational culture serves as a framework that can affect the business organization's effectiveness and efficiency within a given industry, it is essential for business people to be able to analyze how various organizational theories can strengthen or weaken organizational culture. Effective implementation of organizational change is necessary in making a business organization successful within the national and global markets. In line with this, chaos theory suggests that a business organization is made up of different departments that are interconnected with one another and that each department is being managed by managers with different set of opinions and ideas (Kirst-Ashman & Hull, 2009, p. 128). On the other hand, complexity theory suggests that the internal system of a business organization is not only self-organizing but also evolving (Ferlie, 2007). Since chaos and complexity theories both recognize the importance of implementing organizational change and flexibility within the workforce (Kirst-Ashman & Hull, 2009; Ferlie, 2007; Grobman, 2005; Schriver, 2004, p. 456), it makes sense that this theory can strengthen the development of organizational culture. Similar to the theory of chaos and complexity, the theory of dialectical also strengthens organizational culture in the sense that it promotes " conflict resolution" (Chapin, 2008, p. 284). Autopoiesis mean " self production" (Sori, 2009, p. 22). Unlike the three other theories mentioned earlier, the theory of autopoiesis is more focused on the importance of retaining each employee's self identity or retaining the existing organizational culture (Mavrinac, 2006). For this reason, the theory of autopoiesis weakens organizational culture in the sense that it actually

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slows down the process of implementing organizational change (Morgan, 1997, p. 256).

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