

Administrative theory

Government



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Name: Lecturer: Course: Date: Administrative Theory Power interacts with the different compliance techniques to create different organizational types. Compliance is the intentional altering of behavior as used in social psychology to influence people to obey certain rules. It refers to how people use different means to get others to do things (Tosi 70). For instance, the principle of reciprocity as a compliance technique tends to influence people to do something when something is done to them as well. Power on the other hand is the authority bestowed upon a person by virtue of the position they hold.

In this regard, power is used to make people comply with the set rules. When people comply, there is bound to arise some differences since some rules will require each person to take up different role within the organization. The compliance techniques such as coerciveness, reward power, expert power where the leader knows more and legitimate power help in creating different types of organizations.

For instance, legitimate power elicits hierarchical organizations since compliance is passed down from top to bottom. These concepts are quite important when it comes to furthering our understanding of organizational design. Considering that, organizational design focuses on aligning the structure of the organization to the set goals and objectives as well as the mission statement. Power and compliance techniques ensure that workers within an organization are conducting their assigned tasks according to the stipulated rules. Power and compliance tend to influence people within organizations in order to have the tasks completed according to the set goals (Tosi 73). When they work well, the organizational design becomes

successful. Among the different organizational types, a hierarchical type is better suited for a local government agency. This allows more accountability since this is of great importance to a local government.

Additionally, a local government is not concerned so much with competition. Therefore, its environment is relatively stable, where a hierarchical organizational type can fit. Work Cited Tosi, Henry. Theories of Organization.

New York, N. Y: Sage Publishing, (2009). Print.