

Organisational analysis and design

Design



Explain why we live in an "organizational world" illustrate with examples. As defined by Robbins and Farewell (2006: 61) An organization is "... A consciously coordinated social entity with a relatively identifiable boundary, that functions on a relatively continuous basis to achieve a common goal or set of goals"

In today's day and age, we live in a "21st Century Global Capitalist Society". We exist in an "organizational world" that frames human ideas, actions and events. Organizations are vital in order to drive the economic system. This is due to the corporate component of society, increasing significantly with a considerable boom in Globalization, which interconnects industries throughout the world in economics, politics and culture.

Along with this, rapid advances in technology and communication methods, including computerized systems and the internet, has allowed the exertion of influence, which once took years to travel around the globe, now possible within a matter of seconds. This has created an ever-increasing efficiency in people the way people communicate and move, and thus how goods and services are moved. Organizations are everywhere we go, from our educations, careers and goods and services we need on a daily basis.

Globalization is largely responsible for this, as our lifestyles have become dependent of the existence of organizations. If today's culture and norms are compared to that of a different entry (for example sass) it is clear that globalization has evolved our way of living, into one that is complex and much more organizational focused. Almost every aspect of a person's life involves organizations, an example is illustrated through Daft (2012)

statement: "... We are born in a hospital, have our birth registered in a government agency, are educated in schools and universities, eat food produced on corporate farms, are treated by doctors engaged in joint practice; buy a house sold by a real estate agency and built by a construction company borrow money from banks, turn to Alice when there's trouble, have our funeral arranged by funeral agencies" Daft clearly illustrates how extensive the role, organizations play in all of our lives are, from when we are born till when our lives end, in which we do not always realize.

Although this is a very narrow view of organizations in the world, it clearly depicts its significance. 2. Explain the relationship between organizational 'design' and organizational imagination. As described by Iris (2004), an organizational structure defines the roles, tasks and authorities of each department, division, individual employee and the relationships between them (line of command, communication and procedures).

It also defines the number of employees in each division, unit and department. Whereas an organizational design is the process of creating or remodeling an organization's structure and roles so as to align with the strategy of the business.

The design is concerned with constructing and changing an organization's structure to allow the organization to achieve its goals (Robbins & Farwell 2006: 8) The purpose of the structure is to outline areas of responsibility, implement accessory strategies, provide possible control mechanisms, facilitate flow of production, promote coordination and information flows,

monitor and respond to environmental change, maintain and promote organizational knowledge and Improve organizational effectiveness (The university of Western Sydney 2012 'Structure design' lecture slide).

An organizational design and organizational structure are interconnected in the way that they both play a role within the process of creating an organization. The first role is played by the design component, where, as discussed above, roles, tasks and authorities are identified, as well as; departments, divisions and the number of employees needed within each sector.

The second part of this process is performed by the structural component. This component focuses on specifically creating the arrangement or configuration of the organization, from information gathered in the design process, decisions are made on how the organization should be set out within each department, division and as a whole, so that the aim of the organization can be met.

For example, I work in the department store Meyer, where the design of the organization encompasses a large number of employees where authority fugues are clearly defined. The structure of this organization therefore supports this design, and therefore has a centralized hierarchy of authority as well as a precise division of labor and a narrow span of control, reflecting Emery's mechanistic design. 3.

To what extent is the " machine metaphor" relevant to explain design, structure and management practices in contemporary organizations?

Illustrate with an example The machine metaphor emerged during Industrial
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Revolution when organizations were depicted as "well oiled machines", operating efficiently and effectively, designed and structured to achieve pre-determined goals Example: Charlie Chaplin video of working like a machine. .

To what extent is the "organic metaphor" useful to explain design, structure and management practices in contemporary organizations? Illustrate with an example Imagine: organizations as living systems existing in a wider environment on which they depend Organic | Organizational | 5. What is the relationship between design, structure and organizational culture? Illustrate with an example.