

# Evaluate various organizational perspectives

[Business](#)



Organizational Perspectives Ontology approach is investigating in regard to nature and its related structures. An ontological perspective of an organization, therefore, articulates an organization in regards to its form, nature and its application to reality concepts (Daft, 2010).

Epistemology in regards to an organization investigates the extent of human knowledge, its acquisition through different forms of investigation and inquiry. Epistemology will, therefore, describe an organization in relation to its relationship to human knowledge (Daft, 2010).

With the above perspectives in place, an organization can be described as a unit or group of people that utilizes skills (knowledge) to perform tasks that achieve a universal goal. An organization has a systematic structure that consists of management with components based on regulations such as laws (form and nature) (Draft, 2007).

Organization theory is a collection of principles that suggests an appropriate way of organizational management. Organizational theories encompass the organizational structures and designs. Another aspect of organizational theory is that it articulates internal and external relationships of organizations (Argyris, 2001).

Organizational theory is multidisciplinary as it derives its principles from arts, sciences and humanities. The multidisciplinary aspect of organizational theory makes studying organization theory fascinating and challenging. Most scholars like the challenge of thinking in an interdisciplinary manner. A second reason to study organizational theory is that with the right attitude an individual will acquire or improve his/her managerial skills. Organizational theory covers crucial management areas such as strategic finance, marketing, human resource, operations communication and information

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technology (Grint, 2005).

A cogent theory should have a clear non-complex design. The theory should also reflect on culture in regard to its principles. Finally, a theory should outline principles that act as guidelines in the course of change. This calls for theories to be flexible in order for them to meet these standards (Grint, 2005).

The multiple perspectives in organization theory create open mindedness especially in regard to management of the organization. This is because various perspectives provide for different causes of action for situations. This aspect of diversity is also necessary when it comes to dealing with change as the theories provide alternative courses of action (Hales, 2005).

#### References

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