Example of essay on organizational theory

Business, Management

Management

Organizational structures

- Is the formal setup and control of employee activities and their relationship with their employers.

- Coordinates the employee's activities in motivation, reward, and punishment.

- Shapes the behaviors of employees in the workplace therefore shaping the culture of an organization.

- The process of organizational design can also be used to change and manage the structure.

Organizational design and change

- Organizational design and change are managed by structure and culture.

- It also manages the longevity and relevance of a company.

- Balance is vital in organizational design and change

Organizational culture

- It is the organization's personality.

- Comprised of the norms, values, behaviors, and other intangible responses of each member of an organization.

- Culture is shaped by ethics, members of an organization, organizational structure, as well as society.

Conclusion

- All these factors are interrelated and vital in the running of an organization.

- Depend on each other to achieve the organizations goals.

- Finally, they are subject to change according to changes in the organizations goals.

The Relationship among Organizational Theory, Design, Change, and Organizational Structure and Culture

Organizational theory is typically recognized as the study on the frameworks of how organizations function. Organization theory also analyzes the effects of an organization to the environment and society in which they operate (Jones 2010). Using the organization theory, organizations can effectively analyze their overall businesses by implementing the proper structures and operating in different ways. This is especially vital in large organizations, which have different, and distinct structures and cultures compared to the small ones. This paper will analyze the relationship between the organizational theory and organization structure, design and change, and culture.

Organizational structure

Chih-Chung & Baiyin (2013) define organizational structure as the formal setup and control of employee activities and their relationship with their employers as they work towards achieving the organization's goals. It is responsible of coordinating the employee's activities in areas like motivation, reward, and punishment. It therefore shapes the behaviors of employees in the workplace therefore shaping the culture of an organization. Management monitors and manages the activities, environment, technology in use, and the human resource under the organization's structure. Therefore, as the organization grows and increases its entities, so does the organization's

structure differentiate (Jones 2010). Finally, the process of organizational design can also be used to change and manage the structure.

Organizational design and change

Managers select various components of an organizational structure and culture that may aid the activities necessary for an organization to achieve its goals by the process. Mateiu et. al (2013) argues that the guided process of managing the activities of the employees and the direction of the organization is exclusively directed to increasing the longevity of the company and its relevance in the market. This can only be possible if the organizations purpose and goals are met. Managers can therefore improve the probability of the employees efforts will be successful (Jones 2010). Balance is also required to manage the internal and external pressures in the organization so that it can survive. Through this process, the company is able to constantly redesign and alternate its structure as well as culture according to the changing market environment.

Organizational culture

Organizational culture is the personality of an organization. This is because it dictates how members of an organization interact with each other and others outside the organization. It is comprised of the norms, values, behaviors, and other intangible responses of each member of an organization. Since it molds behaviors, motivation and coordination are built from this foundation, as they become an organizations culture. According to Gogheri et. al. (2013) culture is mostly shaped by ethics, members of an organization, organizational structure, as well as society. However, culture must always

align with the organizational goals and structures and if it does not, change is designed to create the desired culture (Jones 2010). Organizational culture also develops and evolves as the organizational structure grows and differentiates.

Conclusion

In conclusion, all these factors are not only related, but also vital in the proper running of an organization. They depend on each other to achieve completeness on their own. Though culture is comprised of norms and values, the organizational structure is shaped through this shared values and norms through communication and other relationships. However, what is common among these factors is that they are all subject to change depending on the organizations goal. If there ever is a need of change in the organization, managers have to analyze the design that they would want to shape the organization into and implement change.

References

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