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Organizational Theory, Design, and Change

Differentiate between organizational structure and culture. Identify how managers can utilize organizational theory to design and change their organizations to increase organizational effectiveness. Identify how managers assess and measure organizational effectiveness. Describe the way contingency factors influence the design of organizations.

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Organizational structure determines the organizational behavior and influences the organizational culture. In addition, design of the organizational structure often determines how flexible or adaptable it is to change. The linkages between the design of the organizational structure and its resistance or acceptance to change are indeed deep.

Relationship Between Organizational Structure, Design & Change

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The formal system of task and authority relationships that control how people coordinate their actions and use resources to achieve organizational goals. Relationship Between Organizational Theory; Structure, Design and Change, and Culture. Organizational Culture. The set of shared values and norms that controls organizational members' interactions with each other and with suppliers, customers, and other people outside the organization.

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Organizational theory consists of many approaches to organizational analysis. Organizations are defined as social units of people that are structured and managed to meet a need, or to pursue collective goals. Theories of organizations include rational system perspective, division of labour, bureaucratic theory, and contingency theory. In a rational organization system, there are two significant ...

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Therefore, organizational theory can be used in order to learn the best ways to run an organization or identify organizations that are managed in such a way that they are likely to be successful. Organizational theory and stakeholders : Organizational theory examines patterns in meeting stakeholders' needs.

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