About the Theory of Organization

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People’s life is directly related with organization. An organization, by its most basic definition, is an assembly of people working together to achieve common objective. At the beginning of being people had to unite into groups to survive in difficult nature conditions.

Animals have inherited from the nature various abilities as means to survival. Predators have got speed and power, strong teeth and claws, the rest have got speed and power and/or quick reproduction cycle.

People have not inherited anything of that. But in exchange people could inherit ability to communicate with each other, ability to abstract thought, ability to scientific invention and ability for easy adaptation in unknown environment.

Using these natural and acquired abilities people can invent the culture and civilization.

In the process of development people create new instruments of labor that lead to development of industry. Culture, civilization and society are becoming more complex. Create more different organizations. In organizations people live, work, develop culture and civilization.

Organization is like a complicated organism. It intertwines and get on the interests of individuals and groups, incentives and restrictions, rigid technology and innovation, discipline and unconditional free art, regulatory requirements and informal initiatives.

Organizations have their appearance, culture, tradition and reputation.

People form organizations because individuals have limited abilities. An organization provides a means of using individual strengths within a group to achieve more than can be accomplished by the aggregate efforts of group members working individually.

Different organizations may aspect all aspects of human's life such as family, study, employment, religion etc.

Organization theory is field of science that studies relationship between society members and solution of problems that occur there.

Organizational Design.

For increase of stability and efficiency of functioning of organization use an organizational design. Organization design is the process of aligning an organization's structure with its mission. This means looking at the complex relationship between tasks, workflow, responsibility and authority, and making sure these all support the objectives of the business.

Good organizational design helps communications, productivity, and innovation. It creates an environment where people can work effectively.

Organization design begins with the creation of a strategy — a set of decision guidelines by which members will choose appropriate actions. The strategy is derived from clear, concise statements of purpose, and vision, and from the organization’s basic philosophy. Strategy unifies the intent of the organization and focuses members toward actions designed to accomplish desired outcomes. The strategy encourages actions that support the purpose and discourages those that do not. Organization structure defines the formal relationships among people and specifies both their roles and their responsibilities. Administrative systems govern the organization through guidelines, procedures and policies. Information and technology define the processes through which members achieve outcomes. Each element must support each of the others and together they must support the organization’s purpose.

Organizational design devises the organizational elements and relationship in systems that provide increase of stability and efficiency of functioning of organization.