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1 Summary~~

Systems Theory

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~~Lecture 56.3~~
~~Organizational~~
~~Theory~~ **Classical**
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Theory Theories
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Theory and
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What is
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How to Lead
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~~is~~
~~organizational~~
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Lesson 1 How

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Management:
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What is INT

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~~SYSTEM? What~~

~~does INTERORGANI~~

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part i: the
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its environment

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Chapter 1 Design

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chapter 2

stakeholders,

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ethics chapter 3

organizing in a

changing global

environment part

ii:

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Theory chapter 4
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structure:
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6 designing
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Identify how managers can utilize organizational theory to design and change their organizations to increase organizational effectiveness.

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Identify how
managers assess
and measure
organizational
effectiveness.

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Theory. One of
the more
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change models
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it's more of

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KEY BENEFIT

Business is
changing at
break-neck
speed, so
managers must be
increasingly

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active in reorganizing their firms to gain a competitive edge

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Gareth R. Jones**

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Change
management
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theory involves
introducing new
processes and
procedures, but
it's easy to
neglect areas
which require
significant
attention. There
is so much to

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consider, from
the
psychological
response of your
team to external
factors.

Introducing
change without
some form of
organizational
theory design
and change can
result in
devastation.

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Dos & Don'ts: Organizational Theory Design and Change

Organizational theory is the sociological study of formal social organizations, such as businesses and bureaucracies,

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and their interrelationship with the environment in which they operate. It complements the studies of organizational behavior and human resource studies.

Organizational
Theories: 12

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behavior most
effectively 3.
Discuss the way

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in which the
design
challenges
discussed in
Chapter 4
provide methods
of control that
substitute for
the direct,
personal control
that managers
provide and
affect the
design of the

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KEY BENEFIT:

Business is
changing at
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speed, so

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managers must be
increasingly
active in
reorganizing

their firms to
gain a
competitive edge

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been updated to

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provide vivid
illustrations of
such techniques
in action. KEY

TOPICS: The
Organization and
Its Environment;
Organizational
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Organizational
Change Business
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break-neck
speed, so

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managers must be increasingly active in reorganizing their firms to gain a competitive edge. This text combines theory with application to show students how organizational change can

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affect the
profitability of
a business.

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studies of
organisational
change.

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must adapt to
changing and
often
challenging

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brands to find out what makes their customers tick, Martin Lindstrom spends 300 nights a year overseas, closely observing people in their homes. His goal: to uncover their hidden desires and turn them

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into breakthrough
products for the
world's leading

brands. In a

world besotted
by the power of

Big Data, he
works like a

modern-day

Sherlock Holmes,
accumulating

small clues to

help solve a

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stunningly
diverse array of
challenges. In
Switzerland, a
stuffed teddy
bear in a
teenage girl's
bedroom helped
revolutionize
1,000 stores,
spread across
twenty
countries, for
one of Europe's

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largest fashion
retailers. In
Dubai, a
bracelet strung
with pearls
helped Jenny
Craig offset its
declining
membership in
the United
States and
increase loyalty
by 159 percent
in only a year.

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And in China,
the look of a
car dashboard
led to the

design of the
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a great American
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connects the
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not only
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but anyone

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scenes look at
what it takes to
create global
brands; and
along the way,
reveals
surprising and c

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counter-intuitive
truths about
what connects us
all as humans"—

In today's
volatile
business
environment, it
is more
important than
ever that
managers,
whether of a

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global
multinational or
a small team,
should

understand the
fundamentals of
organizational
design. Written
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students, the
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provides a step-by-step 'how to' guide for designing an organization. It features comprehensive coverage of the key aspects of organizational design, including goals, strategy, process, people,

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control and
incentives.
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provide an
integrated,
spatial way to
assess and plan
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and a completely
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partnerships and
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size and
complexity of
the U.S. health
care system--the
nation's largest
employer--health
care managers
face a myriad of
unique
challenges such
as labor
shortages,

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caring for the
uninsured, cost
control, and
quality
improvement.

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Behavior,
Theory, and
Design, Second
Edition was
written to
provide health
services
administration

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students, managers, and other professionals with an in-depth analysis of the theories and concepts of organizational behavior and organization theory while embracing the uniqueness and

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complexity of
the healthcare
industry.

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Organization

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Design is a key feature of management theory and practice. It addresses the challenges of constructing and maintaining effective organizations. Essential to organizational design is the

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assumption that
it can improve
organizations.
Faced with the e
ver-accelerating
pace of
technological
change and the
restructuring of
markets, many
firms have been
questioning
their own
organization.

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This book is the third to emerge from a series of workshops on organization design, featuring new empirical research and theoretical insights. The chapters are organized around four central

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Themes: 1) Design

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Organizational
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Dynamics of
Adaptation and
Change, 3)

Theoretical and
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issues, 4) Fit
and Performance.

Collectively,
the chapters
reflect the

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of OD as well as
provide a
further step
towards the
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