

THE ORGANIZATION HAS A COMPREHENSIVE EFFECT

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The organization has a comprehensive effect, and this comprehensive effect is the result of the joint action of the members of the organization. Organizational Management (Organizational management) is to establish an organizational structure and specify positions or positions. :

Clarify the responsibilities and responsibilities, so that the members of the organization can cooperate with each other and work together to effectively realize the process of the organization's n goals. Organizational management is part of management activities, also known as organizational functions.

Work content

The work content of organizational management, in a nutshell, includes four aspects: first, determine the activities required to achieve the goals of the organization, and classify them according to the principle of professional division of labor, and set up corresponding jobs by category. ;

Second, divide the work departments according to the characteristics of the organization, the external environment and the needs of the H standard, and design the organizational structure and structure: third, specify the types of positions or positions in the organizational structure, clarify the responsibilities of the customers, and grant corresponding powers: fourth, formulate rules and regulations, establish and improve the relationship between vertical and horizontal customers in the organizational structure. According to institutional economics, "Tao" is the ideal and "apparatus" is the system; only by institutionalizing the policies of enterprise management can operational management be implemented. Organizational management should enable people to clarify what work is in the organization and who is going to do what.,

What responsibilities and powers do workers bear, and what is the

relationship between them and the workers in the organizational structure. Only in this way can obstacles in the implementation caused by unclear responsibilities be avoided, and the organization can operate in a coordinated manner to ensure the realization of the organization's monthly goals.

Theoretical development

Organizational management theory was born in the 19th century to the beginning of the 20th century, and has gone through three stages of development so far: Zhandian management theory

Formed in the late 19th and early 20th centuries. Its representatives are F.W. Taylor of the United States, H. Fayor of France, and M. Schuber of Germany. In the early stage of this stage, Taylor and others focused on the theory of enterprise management in the organization, and in the later stage, the focus of management theory represented by Shu Bo discussed the internal administration of the organization.

The theoretical basis of this stage is the theory of “economic people”, who believe that people work to pursue the greatest economic benefits to meet their basic needs. In order to meet the economic interests of people's work, they propose scientific management

In order to pursue the production efficiency and rationalization of the organization, it is necessary to establish a set of standardized principles to guide and control the activities of the organization and its members.

Behavioral Science Management Theory

It was born in the early 1920s, and its representatives are G.E. Mayo, F. Hertzberg and others in the United States. They believe that people are “social people” with multiple needs, meeting multiple needs of people, and establishing good interpersonal relationships in the organization is the fundamental means to improve organizational efficiency. The theory at this stage focuses on the organization

Informal organization, interpersonal relationships, human personality and needs, etc.

C management model theory The so-called c management model is to build an intelligent organization with people as the core, both physical and spiritual, following the universal laws of the universe and natural organization, capable of continuous correction, self-regulation, and adaptability, and integrating Chinese humanities (the way of doing things for people) with Western modern management (2 methods of doing things efficiently and with high quantities) to carry out a new type of enterprise organization management and operation model of humanized enterprise management.

This kind of people-oriented operation core

An enterprise organization with greater mobility and stronger resilience is referred to as an “intelligent organization” because it is a dimensional pyramid-type mechanical organization (A management model) and a learning-type flat-leaf organization (B management model).

The third organizational model that appeared after 2, and on the basis of advanced modern management in the West, it incorporates the two wise organizational types of Chinese SINOLOGY, so it takes the first letter of "CHINA" and names this intelligent organization “Enterprise C Management Model”.•

“People-centered" is to build an intelligent organization

The basic is the key to the C management model.

”People-oriented" operation of intelligent organization is a C management model

The principle of formula.

“Taoism and Law of Nature”, which follows the general laws and basic laws of natural organization, is C management

The symbol of the pattern.

Industry-wide organization system management

The enterprise organization system solves human problems, as well as internal problems in the enterprise. Such as human resource management, material compensation management, renewal assessment, etc. In academic language, it is: the sum of the enterprise system management system and the financial

management system is mainly a system of rules that manage people through the system and realize their potential to great functions.

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"Company and System" is a new concept proposed by the team led by Jia Changsong, chairman of Changsong Consulting. It is intended to liberate the boss, let the company and the gold industry use the system to make money, and build a system project that continues to grow. The goal is to achieve the company's profit doubling, sustainable development, and become a system-based enterprise. Cultural system: quantification of corporate spirit and culture, formation of corporate PK culture, 3OT (key behaviors) formation organizational system: corporate vision, corporate mission, organizational structure and development planning salary system: Jinye salary system, Jinye management salary, production system remuneration, marketing system remuneration, financial system remuneration, functional system new remuneration lock-in system: the company's full staff assessment system construction, assessment culture and assessment system, assessment form, behavior assessment talent introduction system: senior talent introduction system, recruitment process system, recruitment appreciation and evaluation method, talent five-year planning system equity system: share cooperation contract, molecular company plan, executive personnel plan, Key talent plan, equity purchase plan.

School of Organizational Management Theory 1. School of Management Science

The school of quantitative analysis, as it is called, is a new development of scientific management represented by Taylor. There are two main branches. :

One is the school of systems engineering based on operations research, and the other is the school of econometrics that combines economics, mathematics and statistics.

Strictly speaking, management science cannot be regarded as a school, it is just a tool used by people in management.

2. School of Management Process

They see management as the process of completing work through or with others in the organization. This process should be broken down, comprehended in theory, and some basic principles should be determined, and a management theory should be formed from this. With management theory, you can improve the practice of management through research, experiments on principles, and teaching the basic principles contained in the management process. The founder of the school of management process is Fayol. This school bases its management theory on the following 7 basic beliefs. (1) Management is a process that can

It can be well analyzed rationally by analyzing the functions of managers.

(2) You can get the total from management experience

Bear some basic truths or laws. These are the principles of management. They can play a role in understanding and improving management

A kind of explanatory and enlightening effect. (3) Useful research can be carried out around these basic principles to determine their

The actual utility increases its role and scope of application in practice. (4) As long as these principles have not been proven

If it is incorrect or corrected, it can provide several elements for the formation of a useful management theory. (5) Just like

Like medicine and engineering, management is a skill that can be improved by relying on the inspiration of principles (6) that is,

So that in practical applications, losses are caused by deviating from the principle of management, but the principle of management is small, just like biology.

The principles of science and physics are the same, and they are still reliable. (7) Although the environment and tasks of managers are affected by

The influence of culture, physics, cattle, etc., but management theory does not need to include all knowledge.

In order to play the role of a scientific foundation or theoretical foundation.

3. The school of Interpersonal Relations.

This school evolved from the school of human behavior in the 1960s. This

school believes that since management is

To complete the work through others or with others, then the study of management must go around interpersonal relationships 1:1.

This core meter is carried out. This school combines the original or newly proposed theories, methods and methods of the relevant social sciences.

Technology has not been used to study various phenomena between people and within people, from personal character dynamics to culture.

The relationship involves everything. This school pays attention to the "human" factor in management, and believes that in order for people to achieve their H goals, they will not be able to achieve their H goals.

And when they form a group to work together, they should understand each other.

4. School of Group Behavior

This school is differentiated from the school of human behavior, so it is closely related to the school of human relations.

It is even easy to confuse. But it is mainly concerned with the behavior of people in the group, not interpersonal relationships. It takes society

Science, anthropology and social psychology are the basis, but not personal psychology. It values the study of various groups

Body behavior. From the culture and behavior of small groups to the behavior characteristics of large groups, they are all studied in it 2

column. It is also often called "organizational behavior". The word "organization" here can mean any other kind of business

The physical fatigue and type of tiredness in a group of people. Sometimes, according to the usage of Chester Barnard, it is used to represent people.

The collaboration between them is tired. The so-called formal organization refers to a kind of conscious and well-planned common organization for".

V. School of Behavioral Science

The school of interpersonal relations and the school of group behavior are

habitually collectively referred to as the school of behavioral Science, behavioral science theory

According to the different research objects, the division is divided into individual behavior theory, group behavior theory and organizational behavior theory.

Individual behavior theory includes need, motivation, motivation theory, and human characteristic theory.

The theory of group behavior includes the theory of group motivation, information exchange, and the relationship between the group and its members.

Organizational behavior theory includes theories of leadership behavior, organizational change and development, etc.

6. The School of Social Systems The School of Social Systems studies management from a sociological point of view. It believes that all levels of social organizations are a collaborative system, and Jinxue regards the interrelationship between corporate organizations and people as a kind of collaborative system. This kind of thinking can be traced back to the Italian sociologist Wilfredo Berretto (1848-1923) and the American female scholar Follett in the 1920s. The founder of the school of Social Systems is the American management scientist Chester Barnard. Barnard's management ideas are very rich. He believes that people will encounter various conflicting forces in their lives. Therefore, it is necessary to find an appropriate balance, combine various differences, and avoid polarization from blood. The responsibility of managers is to maintain an appropriate balance between the forces of various conflicts and the needs of various people. In the book "The Functions of Managers", he put forward a framework, that is, organizational theory is based on the concept of integration. He sees the organization as an open system and believes that all personnel in the organization are seeking to achieve balance (that is, to achieve a stable state) of integration, they adjust various internal and external forces, and constantly keep the entire system in balance. The school of Social Systems is a school of management theory that appeared earlier in the West, and some other schools of management theory have a deep connection with it.