

# Part 2 Organizational Purpose and Structural Design

## Chapter 3 Strategy, Organization Design and Effectiveness

- Organizational Goal → Desired state of affairs or outcome.
- Mission → The reason for existence, officially stated goals.
  - Conveys the organization's vision, shared value and beliefs.
- Mission Statement → Communicates to current and prospective employees and stakeholders what the organization stands for.
  - Legitimacy.
  - The effective part is the focus on corporate leadership and defining the organization's purpose.

### Operative Goals

- Operative Goals → Describe a specific outcome, often concerned with the short run.
  - Primary task.
  - Similar to subsystem activities.
- Overall performance, resources, market, employee development, innovation and change, productivity.
- Often more explicit and comparatively well defined.
- Can produce negative effects.
- Transform officially stated goals into more substantive courses of action.
- Goals define the direction and strategy define how.
- Two models for formulating strategy.

### Porter's Competitive Strategies

- Competitive strategies: low-cost, differentiation and focus.
- Further divided into focused low-cost and focused differentiation.
- Evaluate two factors: Competitive advantage and competitive scope.
- Low-Cost Leadership Strategy → Pursues strong market share, low-cost compared to competitors.
  - Uses tight control.
  - Standard procedures.
- Focus Strategy → Concentrates on specific market or buyer groups, either low-cost or differentiation.
- When fail to adopt, the performance suffers and below average profits.

### Miles and Snow's Strategy Typology

- A strategy that agrees with the external environment.
- Four strategies:
  - The Prospector → Innovate, take risks, seek new opportunities and grow. Creativity is more important than efficiency.

# Chapter 2 Organizational Purpose And Strucural Design

**Billy J. Hodge, William P.  
Anthony, Lawrence M. Gales**



## **Chapter 2 Organizational Purpose And Structural Design:**

Organization Theory and Design, 4th Edition Richard L. Daft, Ann Armstrong, 2021-03-18 Organizations must adapt to changing and often challenging environments This thoroughly updated fourth Canadian edition helps students understand and design organizations for today's complex environment The concepts and models offered in this text are integrated with changing events in the real world presenting the most recent thinking and providing an up to date view of organizations Detailed Canadian examples and cases capture the richness of the Canadian experience while international examples accurately represent Canada's role in the world

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Laws of the General Assembly of the Commonwealth of Pennsylvania Pennsylvania,1929      Organizational Design Howard M. Vollmer,1967      **Daily Legislative Record** Pennsylvania. General Assembly,1929      Management Arthur G. Bedeian,1993      **Organization Theory** Billy J. Hodge,William P. Anthony,Lawrence M. Gales,1996 This text takes a strategic systems approach an approach that focuses on how managers structure and operate organizations so that they are efficient and effective The fifth edition covers reengineering downsizing moral ethical management complexity speed and responsiveness of organizations quality empowerment and competitiveness It also includes a new chapter on the global environment and five new end of text cases including two of international origin

Management Eighth Edition Paperback, Custom Publication Griffin, Terry,Miriam Griffin,2004-06      **Organizational Theory, Design, and Change** Gareth R. Jones,2010 KEY BENEFIT Business is changing at break neck speed so managers must be increasingly active in reorganizing their firms to gain a competitive edge Organizational Theory Design and Change continues to provide students with the most up to date and contemporary treatment of the way managers attempt to increase organizational effectiveness By making organizational change the centerpiece in a discussion of organizational theory and design this text stands apart from other books on the market The sixth edition has been updated to reflect the most recent trends in real world managing techniques Examples have been updated to provide vivid illustrations of such techniques in action KEY TOPICS The Organization and Its Environment Organizational Design Organizational Change Business is changing at break neck speed so 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 affect the profitability of a business

Management James V. Dupree,Stephen P. Robbins,Mary Coulter,1998-08      Managing Conflict in Organizations M. Afzalur Rahim,2010-12-31 After much debate by business professionals organizational conflict is now considered normal and legitimate it may even be a positive indicator of effective organizational management Within certain

limits conflict can be essential to productivity This book contributes to the investigation of organizational conflict by analyzing its origins forms benefits and consequences Conflict has benefits it may lead to solutions to problems creativity and innovation In contrast little or no conflict in organizations may lead to stagnation poor decisions and ineffectiveness Managing Conflict in Organizations is a vigorous analysis of the rational application of conflict theory in organizations Conflict is inevitable among humans It is a natural outcome of human interaction that begins when two or more social entities engage one another while striving to attain their own objectives Relationships among people or organizations become incompatible or inconsistent when two or more of them desire a similar resource that is in short supply when they do not share behavioral preferences regarding their joint action or when they have different attitudes values beliefs and skills This book examines these root causes of organizational conflict and offers constructive perspectives on its consequences

*Engineering News* ,1904      **Railroad Age Gazette** ,1909      Senate Journal of the Legislature of the State of Washington Washington (State). Legislature. Senate,1927      **Effects of Company Organization Structure on the Accounting System** Kenneth Yale Rosenzweig,1976      *Designing Organizations* Daniel Robey,1991      **Evolutionary Systems Design** Melvin F. Shakun,1988

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