**Organizational Design and Contingency Approach**

Organizational designs; also change like living objects. The needs of the world direct, determine and shape organizational designs. Technology and popularity always play an important role. Organizational designs accompany with the rapidly changing system.

What are organizational designs?

Organizational designs are actually a large organizational structure that determines how all organizations are designed. There are two theories about organizational design. These; universal approach and contingency approach.

Universal approach;

This is a proposition designed to work in all conditions. The contingency approach suggests that organizational efficiency can be achieved in various ways. Environment, workforce, team spirit and principles shape the design in an unexpected design.

Organizational design and contingency approach; various contingency approach designs try to determine conditions or contingency approach factors. While organizational designs are created;

The strategy of the organization, the environment in which the organization meets, the current technology, how many people the organization consists of, or the social system the organization will work with are analyzed. There are many criteria that form an organizational design formation.

Contingency approach;

It is always usual to encounter unexpected situations. The beginning and ending go through unexpected situation management. The contingency approach is important how you react to external pressures first. The ability to adapt to the changes that occur is always an advantage.

Practical approaches and permanent solutions are essential. The most important in the organizational approach is to have different features.

Advanced members in more than one field produce more comprehensive leaders.

We always think it will be easier to be in order to manage a situation. In fact, it is more correct to manage situations, organizations and problems from the outside.

Because instant approaches are impulsive decisions. Cold bloodedness and common sense are more important for the correctness of the decisions you make.

That’s why, it is always an indispensable rule of crisis management to look at the event as an external eye. This organizational approach is followed in all organizational designs.

What is organizational design?

It is the goal of providing the best and continuous operation for every element existing in the world.

The main purpose of organizational design is to draw the most successful graph for the business it serves.

The most effective and efficient organization is to have a project. To make a division of work correctly and to create an up-to-date team that does not fall back. It is to take advantage and take advantage of specialized people. It is to use the differences continuously and gain ownership. In other words, it consists mainly of division of labor, specialization and differentiation. In organizational designs, managers learn while educating communities.

He has to learn to be educated. This cycle constantly triggers the learning motive of the team and the team leader. It increases development. Since each person's approach to the subject will be different, it creates a difference.

What is the contingency approach?

It is to produce and implement the continuous and best solution in the fastest way possible in unexpected situations. It is the art of placing the solutions produced in advance and at the time of the incident into the event against all the possible negativities.

Sometimes, “it is best not to do anything when there is nothing to do.” It is included in ‘the do's and don'ts’.

It is aimed to best manage the crises that will occur and prior approaches are created. Everyone in their field makes their assessment. In the current situation, whoever will be affected by the crisis, the losses it will take will be minimized. The situation will recover as soon as possible. In the producing group, it continues to operate effectively with new tactics. Leaders gather their teams. Teams support the leader. The best crisis management is destroyed inside. There are groups such as the onset of crises, waiting times, prominence processes, assaults, rescue phases, and restructurings.

During the contingency approach, each of these headings is considered free from emotionality. It has a professional approach. Real actions are exhibited. The problem is eliminated. In order not to repeat, their effects are reduced and a new operation is determined. The new process that has started to be implemented is analyzed and its stages are drawn.