WHY FIRMS MANAGEMENT PROCESSES ARE TRANSFORMING FROM MECHANISTIC TO ORGANIC

It was Steve Jobs who said, "The ability to see change as an opportunity rather than a threat is essential to innovation." This is one of the most significant reasons why organization culture is moving away from being mechanistic and toward being more organic. After Steve Jobs established Apple in 1976, the first product the company sold was called "The Apple one." It has been 46 years since that first launch, and today, Apple has managed to conquer the global technology market thanks to the variety of launches it has conducted and its understanding of what customers in its target market want.

A modern innovative organization needs to have crucial components such as a flexible working environment, a rich organizational culture, and a horizontal organizational structure. I have some experience working for software development companies thanks to the fact that I am studying computer science as a major. Throughout the entirety of my experience, one thing that remained consistent was the existence of a power structure, and everyone was responsible to answer to their head. In each and every division, there was a very limited amount of wiggle room for improvisation. This was due to the fact that these businesses were mechanistic. My gut told me that these companies were lacking in creativity and culture, which in turn led to lower levels of employee satisfaction and wellness. As a result of this, I came to the realization that in the future I would prefer to work in an organic organization, such as a startup, or enter the world of entrepreneurship with a group of people where I can work more collaboratively, as opposed to working in a large company where a lot of emphasis is placed on the division of labor. This made me realize that in the future I would want to work in an organic organization, such as a startup, or enter the world of A setting that is so adaptable helps to pave the way for increased creativity and innovation.

Since time immemorial, my ancestors have been involved in the retail trade all throughout Pakistan. My father and my uncle are always griping about how there isn't enough innovation in the company where they work. The fact that the same group of people holds all of the positions of authority and that those positions do not rotate around or give new people any responsibility is at the heart of the issue (people outside the family a chance). According to a risk analyst and mathematical statistician named Nassim Nicholas, who wrote the book "Fooled by randomness," our world is one that is characterized by a continuous state of flux and randomness. People's inability to properly acknowledge randomness is the root cause of their inaccurate prognostications regarding the future. The fact that I am now aware of the fundamental issues that lead to the decline of mechanistic organizations is one of the things that I admire most about what I have learned from this course thus far. I have high hopes of joining my family's business one day, and if and when that day comes, I will make it a priority to hire employees on the basis of their ability to contribute original ideas to the company, and I will always try to foster a culture that is flexible and open to change.

The health and happiness of employees is another important factor, which has recently been brought into more light than ever before. It is one of the most significant reasons why organic organizations will dominate the market in the future rather than mechanistic ones, and this trend is expected to continue. If you were an employee, you would much rather want to work for a company that values you and your input rather than one that doesn't value either of those things. Because of this, organic businesses are easily the most desirable option because they give their employees a greater degree of control over what they are working on and the authority structure is less hierarchical.

As I have gained more experience working alongside my father in the family business, I have come to the realization that it would be to our advantage to transform our organization into an organic structure. I came to this conclusion as a result of my work. This is especially true in light of the fact that our country, Pakistan, is currently going through a period of growing environmental instability as a direct result of the Pandemic and, more recently, as a direct result of the numerous political challenges we are attempting to overcome. Due to the unstable nature of the environment, we made the decision a few years ago to decentralize the authority of the decision-making power from the top management to the regional offices. This was done in order to better accommodate the needs of the business. We came to this conclusion as a result of the fact that, in this kind of environment, where things are constantly changing, it took an excessive amount of time for the updated prices and products to reach the local stores on time. This was one of the primary factors that led to us deciding to go in this direction. Additionally, there has been a shift away from communication being more vertical and toward communication being more horizontal. For instance, the regional manager would know better marketing strategies and ideas than top management because they have more exposure to local areas and customers. This is due to the fact that regional managers spend more time working directly with local communities. This is because the regional manager is more likely to engage in conversation with members of the community on a regular basis.

In addition, during this time we switched from grouping departments according to their functional purpose to grouping departments according to their divisional purpose. Because of this adjustment, workers were given a greater opportunity to participate in the daily operations of the department than they had been in the past.

Because the supplier is the most important part of the system, it is essential to ensure a strong connection between the stores and the suppliers at all times. For instance, in the past, a store that needed more stock of a particular product was required to make a request to the top management, which would then place the order with the supplier, and the stock would be distributed to the stores once it arrived. Now, stores are able to communicate directly with the supplier in order to make any necessary inquiries or requests. This not only saves time but also allows for the control of the tasks to be distributed to other parts of the organization as opposed to just the top management.

Considering that the current state of politics represents a shift in our company's external environment, one of the ways in which we can adapt more effectively to this shifting environment is by expanding our workforce in terms of both the number of positions and the number of departments. Because of this, we decided to establish a department dedicated to online commerce so that we could better navigate the ever-increasing complexities of computerized information and knowledge management systems.

Adjusting the level of differentiation and integration that exists between departments is yet another response that can be taken in response to this environmental uncertainty. Because the external environment in Pakistan was both complex and volatile, we found that making our company highly differentiated and organic was most appropriate. For example, because frequent changes require more information processes to achieve horizontal coordination, integratoes have become an essential component of the organization structure. Our integrators could be categorized as project managers, product managers, or coordinators, depending on which role they played. All of our departments are brought into coordination through the use of these various mechanisms.

Consequently, taking into consideration the experience that I've had personally running my family's business, I've come to the realization that as the level of environmental unpredictability rises, organizations have a tendency to become more organic in order to survive. This means that they decentralize authority and responsibility to lower levels, encourage employees to solve problems by directly working with one another, promote teamwork, and take a more informal approach to assigning tasks and responsibilities. As a result, the organization is better able to respond fluently and continuously to changes in the external environment.

REFERENCES

Daft, R. B. L. (2022). by Richard L. Daft Organization Theory and Design (text only)10th (Tenth) edition[Hardcover]2009 (10th (Tenth) edition). South-Western College Pub.