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BCT 2407 ORGANIZATION AND MANAGEMENT

1. Describe the four characteristics common to all organizations

Transparency

This involves making a Company’s data and operations accessible to both internal and external participants of the organization. Of course, all of this should be done in accordance with applicable laws and regulations, and some data may need to remain secret — remaining one step ahead of the competition would be impossible if they always knew what you were going to do next.

Adaptability

Another significant feature of an open company is its ability to quickly adjust to the fast-paced changes that occur in the business environment. When faced with big shifts in consumer and employee preferences and demands, businesses must be adaptable and resilient. It's critical to keep improving corporate rules and technical procedures in order to ensure that both positive and constructive feedback loops have a meaningful, tangible impact on company operations.

Community

In order to establish an open organization, it is also necessary to foster a sense of community. The stereotype that all employees are members of a large family who gather for office Christmas and retirement celebrations is no longer true. It's not about knowing everyone's first name, but about having common aims and ideals. The younger generation places a greater emphasis on the reason for doing something rather than the monetary gain. People donate many hours of unpaid labor to initiatives like Wikipedia because they believe in them and enjoy contributing.

Inclusivity

This in turn describes the need of people to be heard and to be valued as a part of the organization whenever they contribute to something within the organization. Companies have to ensure that there is fluid communication between its members. Leaders have a crucial role to play in ensuring that they encourage feedback and respond to all team member queries.

2.Explain the difference between closed and open systems

A system consists of different parts that perform together in order to improve productivity or performance. So, a system can either be open or closed and an open system is one which embraces new ideas from the environment and most of these systems interact with other immediate environments in order to improve performance.

For closed systems they are usually rigid in nature and they do not interact with the immediate environments. This results in ideas not being transmitted and this can hinder growth of the organization.

3.Discuss Burns and Stalkers findings regarding mechanistic and organic organizations.

The terms mechanistic and organic organizations bring forth the motion of dependent variables between the rate of environmental change which refers to the technological basis of production

Mechanistic organizations are characterized by

* The specialized differentiation of functional tasks into which the problems and tasks facing the concern as a whole are broken down.
* The abstract nature of each individual task, which is pursued with techniques and purposes more or less distinct from those of the concern as a whole (i.e., the functionaries tend to pursue the technical improvement of means, rather than the accomplishment of the ends of the concern).
* The reconciliation, for each level in the hierarchy, of these distinct performances by the immediate superiors, who are also, in turn, responsible for seeing that each is relevant in his own special part of the task.
* The precise definition of rights and obligations and technical methods attached to each functional role.
* The translation of rights and obligations and methods into the responsibilities of a functional position.
* Hierarchic structure of control, authority, and communication.
* A reinforcement of the hierarchic structure by the location of knowledge of actualities exclusively at the top of the hierarchy, where the final reconciliation of distinct tasks and assessment of relevance is made.

Organistic organizations are characterized by

* The contributive nature of special knowledge and experience to the common task of the concern.
* The “realistic” nature of the individual task, which is seen as set by the total situation of the concern.
* The adjustment and continual re-definition of individual tasks through interaction with others.
* The shedding of “responsibility” as a limited field of rights, obligations, and methods. (Problems may not be posted upwards, downwards, or sideways as being someone else’s responsibility.)
* The spread of commitment to concern beyond any technical definition.
* A network structure of control, authority, and communication. The sanctions which apply to the individual’s conduct in his working role derive more from presumed community of interest with the rest of the working organization in the survival and growth of the firm, and less from a contractual relationship between himself and a nonpersonal corporation, represented for him by an immediate superior.
* Omniscience no longer imputed to the head of the concern; knowledge about the technical or commercial nature of the here and now task may be located anywhere in the network; this location becoming the ad hoc center of control authority and communication