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In the contingency theory on the organization, it states that there is no universal or one best way to manage an organization. Secondly, the organizational design and its subsystems must "fit" with the environment and lastly, effective organizations must not only have a proper "fit" with the environment, but also between its subsystems. 2.

**Organizational theory - Wikipedia**

Describe the relationship between organizational theory and organizational design and change. Differentiate between organizational structure and culture. Identify how managers can utilize organizational theory to design and change their organizations to increase organizational effectiveness.

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