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## **Organizational Theory, Design, and Change**

Differentiate between organizational structure and culture. Identify how managers can utilize organizational theory to design and change their

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organizations to increase organizational effectiveness. Identify how managers assess and measure organizational effectiveness. Describe the way contingency factors influence the design of organizations.

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Organizational structure determines the organizational behavior and influences the organizational culture. In addition, design of the organizational structure often determines how flexible or adaptable it is to change. The linkages between the design of the organizational structure and its resistance or acceptance to change are indeed deep.

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The formal system of task and authority relationships that control how people coordinate their actions and use resources to achieve organizational

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goals. Relationship Between  
Organizational Theory; Structure, Design  
and Change, and Culture. Organizational  
Culture. The set of shared values and  
norms that controls organizational  
members' interactions with each other  
and with suppliers, customers, and other  
people outside the organization.

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Organizational theory consists of many approaches to organizational analysis. Organizations are defined as

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social units of people that are structured and managed to meet a need, or to pursue collective goals. Theories of organizations include rational system perspective, division of labour, bureaucratic theory, and contingency theory. In a rational organization system, there are two significant ...

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Therefore, organizational theory can be used in order to learn the best ways to run an organization or identify organizations that are managed in such a way that they are likely to be

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successful. Organizational theory and stakeholders : Organizational theory examines patterns in meeting stakeholders' needs.

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Organizational theory is the sociological study of formal social organizations, such as businesses and bureaucracies, and their interrelationship with the environment in which they operate. It complements the studies of organizational behavior and human

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