

Research Article

THE ANALYSIS OF MANAGING ACTIVITIES ON ORGANIZATION FUNCTIONS

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ABSTRACT

Managing activities within an organization involves a multitude of processes aimed at achieving the organization's objectives efficiently and effectively. Organization and management are essential for guiding resource allocation, coordinating activities, and achieving goals, thus significantly impacting organizational success. Their provision of structure, direction, and oversight optimizes resource utilization and aligns efforts towards common objectives, crucial for organizational effectiveness. The indispensable role of organization and management in fostering coherence, synergy, and collaboration underscores their critical contribution to shaping organizational performance and realizing strategic vision in our study.

Keywords: manage, management, organize, organization, function.

INTRODUCTION

There were many schools studied about organization and organizational theory on management and social science during these century. The we collected and studied organization definition as below:

Max Weber, a prominent sociologist, defined organization as a structured social entity, governed by clearly defined rules and roles, designed to achieve specific goals. Weber emphasized the importance of bureaucracy and rational-legal authority in organizational structures. According to Weber, organizations are characterized by hierarchical authority, division of labor, written rules and procedures, and impersonal relationships.

Herbert Simon, a Nobel laureate in economics and a pioneer in organizational theory, defined organization as a complex system of interrelated components, designed to achieve specific objectives. Simon's definition emphasizes the dynamic and adaptive nature of organizations, highlighting the interconnectedness of various components such as individuals, groups, technologies, and environments. He also stressed the role of decision-making processes in shaping organizational behavior and outcomes.

Chester Barnard, a management theorist, defined organization as a system of consciously coordinated activities or forces of two or more persons. Barnard focused on the importance of coordination and cooperation among individuals within an organization to achieve common goals. He emphasized the informal aspects of organizations, such as shared values, norms, and communication networks, in addition to formal structures and roles. According to Barnard, organizations exist to satisfy the collective needs of their members and to achieve organizational objectives.

Peter Drucker emphasized the concept of management by objectives, asserting that managers should set clear and achievable goals for their teams, aligning individual efforts with the organization's overarching objectives to ensure focus and effectiveness.

Frederick Taylor's principles of scientific management advocated for the systematic analysis and optimization of work processes to enhance productivity. Taylor proposed breaking down tasks into smaller, standardized components and then scientifically selecting, training, and incentivizing workers to perform them efficiently.

Henri Fayol's administrative theory highlighted the importance of managerial functions such as planning, organizing, commanding, coordinating, and controlling. Fayol emphasized the need for a clear organizational hierarchy, division of labor, and unity of command to ensure smooth operation and effective coordination within an organization. Douglas McGregor's Theory X and Theory Y proposed contrasting assumptions about employee motivation and behavior. Theory X views employees as inherently lazy and needing strict supervision, while Theory Y posits that employees are inherently motivated and capable of self-direction. McGregor argued that managers' beliefs about employees significantly influence their management style and ultimately affect organizational performance.

In conclusion, the concepts put forth by Peter Drucker, Frederick Taylor, and Henri Fayol have significantly influenced modern management practices. Peter Drucker's emphasis on management by objectives underscores the importance of setting clear goals and aligning individual efforts with organizational objectives to enhance focus and effectiveness. Frederick Taylor's principles of scientific management revolutionized how work processes are analyzed and optimized to boost productivity through task standardization and worker training. Similarly, Henri Fayol's administrative theory highlighted the essential managerial functions necessary for effective organizational operation, emphasizing the importance of hierarchy, division of labor, and coordination. Together, these concepts provide a comprehensive framework for managing activities within an organization, guiding managers in achieving efficiency, coordination, and goal attainment.

THE ACTIVITIES OF MANAGEMENT

Managing activities within an organization involves a multitude of processes aimed at achieving the organization's objectives efficiently and effectively.

Strategic Planning: This involves setting long-term goals, defining strategies to achieve them, and allocating resources accordingly. Strategic planning sets the direction for the organization and guides decision-making at all levels.

Operational Planning: Operational planning focuses on short-term goals and day-to-day activities. It involves translating strategic plans into specific actions, setting targets, and allocating resources to meet those targets.

Organizational Structure: The organizational structure defines how activities are divided, coordinated, and controlled within the organization. It includes elements such as hierarchy, reporting relationships, and division of labor. The choice of structure impacts communication, decision-making, and overall efficiency.

Resource Allocation: Effective management of resources, including human, financial, and physical resources, is crucial for achieving organizational objectives. This involves prioritizing resource allocation based on strategic priorities, assessing resource needs, and optimizing resource utilization.

Leadership and Motivation: Effective leadership plays a critical role in managing activities within an organization. Leaders inspire and motivate employees, provide direction, and facilitate collaboration to achieve common goals. Motivated employees are more productive and committed to organizational success.

Performance Management: Monitoring and evaluating performance against goals and targets is essential for identifying areas of improvement and making necessary adjustments. Performance management involves setting performance standards, measuring performance, providing feedback, and implementing corrective actions as needed.

Communication: Clear and effective communication is essential for coordinating activities, sharing information, and fostering collaboration within the organization. Open communication channels facilitate the flow of ideas, feedback, and instructions, leading to better decision-making and problem-solving.

Risk Management: Identifying, assessing, and mitigating risks is vital for ensuring the smooth operation of activities within the organization. Risk management involves anticipating potential threats, implementing controls to minimize risks, and having contingency plans in place to address unforeseen events.

Technology and Innovation: Leveraging technology and fostering innovation can enhance organizational efficiency and competitiveness. Adopting modern tools and technologies automates processes, streamlines operations, and enables better decision-making. Encouraging innovation fosters a culture of continuous improvement and adaptability.

Stakeholder Engagement: Engaging with various stakeholders, including employees, customers, suppliers, and the community, is crucial for understanding their needs and expectations. Effective stakeholder engagement builds trust, fosters positive relationships, and enhances organizational reputation.

We concluded from above theoretical framework that:

Effective strategic planning establishes a roadmap for the organization, aligning long-term objectives with actionable strategies and resource allocation, thus providing a clear direction for decision-making across all levels.

Operational planning ensures the translation of strategic objectives into practical, day-to-day activities, optimizing resource allocation and setting short-term targets to propel the organization towards its overarching goals efficiently. The interplay of organizational structure, resource allocation, leadership, communication, and other management aspects is essential for fostering a cohesive environment where stakeholders are engaged, risks are managed, performance is monitored, and innovation is encouraged, ultimately leading to sustained organizational success.

COMPARISON THEORITICAL CONCEPTS OF MANAGEMENT

We compared organization and management definitions of management and organization with scholars' names in our study as below:

Table. Comparison theoretical concepts of management

No	The definition of management	Scholars
1	Management is the coordination of all resources through the process of planning, organizing, directing, and controlling to attain stated objectives.	Henri Fayol
2	Management is the art of getting things done through people.	Mary Parker Follett
3	Management is the process of designing and maintaining an environment in which individuals, working together in groups, efficiently accomplish selected aims.	Harold Koontz and Cyril O'Donnell
4	Management is the process of planning, organizing, directing, and controlling the activities of an organization so that the goals can be achieved effectively and efficiently.	Peter Drucker
5	Management is the process of achieving organizational goals through the efficient and effective utilization of resources.	Stephen P. Robbins

Table. Comparison theoretical concepts of organization

No	The definition of management	Scholars
1	An organization is a social unit structured and managed to meet a need or to pursue collective goals.	Max Weber
2	An organization is a consciously coordinated social entity, with a relatively identifiable boundary, that functions on a relatively continuous basis to achieve a common goal or set of goals.	Chester Barnard
3	An organization is a system of consciously coordinated activities or forces of two or more persons.	Daniel Katz and Robert L. Kahn
4	An organization is a collection of people working together in a division of labor to achieve a common purpose.	Henry Mintzberg
5	An organization is a group of people who work together to achieve a common purpose or goal.	Edgar Schein

CONCLUSION

The managing activities within an organization requires a holistic approach encompassing strategic planning, efficient resource allocation, effective leadership, performance management, communication, risk management, and stakeholder engagement.

Organization and management are fundamental pillars of effective governance within any entity, dictating how resources are allocated, activities are coordinated, and goals are achieved. The synergy between organization and management forms the backbone of operational efficiency and strategic alignment, driving the attainment of objectives and the sustainable growth of an entity.

In conclusion, the significance of organization and management as fundamental pillars of effective governance cannot be overstated. Without these foundational elements, governance becomes susceptible to chaos, inefficiency, and a lack of direction, hindering an organization's ability to achieve its objectives and fulfill its mission.

Ultimately, the role of organization and management in dictating resource allocation, coordinating activities, and facilitating goal achievement underscores their critical importance in shaping the success and performance of an organization. By providing structure, direction, and oversight, organization and management enable the efficient utilization of resources, the alignment of efforts towards common objectives, and the realization of the organization's vision.

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