

ORGANISATION THEORY



ORGANIZATION BEHAVIOUR

PROF. SARVESH DEEP

MEANING OF ORGANISATION

- In simple words, organisation refers to a group of two or more persons who work together for achieving common goals.



Defination:

- According to **R.C. Davis** ,“organisation is group of people who are co-operating under the direction of leadership for the accomplishment of the common end”
- According to **L.H. Haney** ,“organisation is a harmonious adjustment of specialized parts for the accomplishment of some common purpose”
- Organisation has basically been define in three ways (A) as a group of persons, (B) as a process, and (C) as structure.

FEATURES OF ORGANISATION:

- Organisation is a group of two or more persons who work together and interact with each other as per requirement.
- The work of an organisation is identified and grouped into homogeneous work unit know as sections, departments, divisions or zones etc. in every work unit different positions are created as per the needs and nature of work.
- The task of each position in an organisation is clearly defined and sufficient authority is delegated to it for the smooth discharge of the give responsibility. Each position is also made accountable ensuring proper job performance.

- The relationship amongst various positions in an organisation are clearly established on vertical as well as horizontal basis so that every individual may clearly identify his superiors, peers and sub ordinates. For every effective coordination, these positions are inter-locked in such a way as to make it an effective integrated system
- An organisation works on the principle of unity of direction. All the members of an organisation unitedly work for the achievement of some common goals.
- Every organisation has a leader who directs, controls and coordinates the various activities of his subordinates.
- An organisation generally emphasizes on specialisation of work for higher productivity.

- Organisation may be seen in various forms- e.g., line organisation, line and staff organisation, functional organisation, committee organisation, project organisation or matrix organisation etc.
- Organisations can be divided on different bases- e.g. functions, primary beneficiary, authority, ownership, size, legal, entity or area of operation etc.
- Example :- On the basis of above features, it is clear that a mob or crowd can not be termed as organisation. So if 10 unknown persons are eating in a hotel or 3 unknown persons are taking tea in a tea stall, such cluster of persons can not be called an organisation because they are not working together for some common goal.

IMPORTANCE / SIGNIFICANCE OF ORGANISATION:

The activities performed in organizing is very important for the success and growth of any organization. This provides foundation in building management structure. Importance of organization contributes in many way for the success of organization :

CONT...

1. Optimum use of human resource
2. Increases overall Efficiency
3. Facilitates growth and Diversification
4. Optimum use of technological innovations
5. Develops managerial ability
6. Facilitates co-ordination and communication.

GOAL:

*Goal are the final results or outcome of an endeavour

*A future outcome that an individual or group strives to achieve.



ORGNAIZATION GOAL

- Goals is defined as an “intermediate result to be achieved by a certain time as part of the grand plan. A plan can, there for have many goal.
- Goal are predetermined and describe future results toward which present efforts are directed

ORGANISATION VS INDIVIDUAL GOAL

ORGANISATION GOAL

- Archive goal
- Group of person
- Profit maximisation
- Wealth maximisation
- Optimum utilisation of resources

INDIVIDUAL GOAL

- For single person
- Income maximisation
- Job security
- Promotion
- Social status

Types of Organisation:

1. Sole proprietorship:

A sole proprietorship is a business owned by only one person. It is easy to set-up. The owner of the business faces unlimited liability. It is a risk-bearing business. The small proprietorship is used for small or adopted by small business entities.

2. Partnership:

When two or more persons start a business with their capital is called as partnership. The partners divide their profit among themselves. They have also unlimited liability.

3. Hindu undivided family (HUF):

When families agree to work together through their resources and labour and share profit and losses together is known as joint Hindu family business. Their business is controlled and managed by one person who is known as "Karta". The liability of karta is unlimited. There are two schools of Hindu law that are **DAYABHAGA** which is prevalent in Bengal and Assam and other is **MITAKSHRA** prevalent in the rest of the country. The membership of the family can only be acquired by birth.

4. Co-operative Society:

A co-operative society is a voluntary association started with a aim of services render to it's members. These are generally formed for the poor people in the society. The main motive of this type of business is to provide services not for earning profit.

5. Companies:

A company is a artificial person which is created by law. A company is owned by shareholders who appoint directors to gives the direction to the business. A company is legal body in its own right with an existence that is separate law from its owner.

Role Of Positive Thinking In Organisation:

- Positive thinking can help the manager in their developing a proper attitude towards the job.
- It helps in motivating people to do the best they can.
- Positive thinking helps in their developing confidence which again helps in better quality improvement, better combination etc.
- Positive attitude helps manager in taking bold decision when required.

- Positive thinking means the person more careful and happy in his personal life. As a healthy and happy personal life it is very important to be in right frame of mind to do their work properly.
- Since positive thinking helps in stress and anger management it helps in avoiding hostile situation in organisation.
- Positive manager thinks from the WIN WIN situation point of view.

--*--*--*--

THANK YOU