

Practical in Organizational and Management Research

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ABSTRACT

While there are different approaches to organizational and management research, although a naturally researcher is drawn to a specific type of modern research environments require flexibility. The nature of the study setting, the objectives sought by the researcher, and the researcher's philosophical beliefs all influence the research methodology used. As a result, researchers maintain a well-balanced perspective across many research orientations while maintaining their chosen philosophical and methodological positions.

The objective of the study and the type of approach that best aids the achievement of the objectives are still the most important considerations. And research orientation may not be too focused for someone with diverse experience, exposing him or her to a variety of management and organizational environments. Depending on the method used, some people are positivists or explanatory. Others, however, see a central ground where the approaches to the two extremes are combined, creating a third edge from which researchers can choose. However, for other researchers, ideas about philosophy and attitudes are irrelevant. It is practicality that matters.

Keywords: management research, practical organizational, neo classical approach, quantitative research

I. INTRODUCTION

The approaches that research and researchers use in studying topics of organizational and management relevancy are clearly informed by the way organizations understand and the types of management individuals adopt in an effort to propel companies to success.

In the process, I try to express my preferred working conditions as clearly as possible. I take a more personal approach to understanding organizational and management research. However, those positions would be more realistic in the managerial and organizational setting. This will be accomplished by addressing the challenges listed below.

1. My conceptual foundations for truth and truth-seeking in organizations
2. Organizational perspectives and theories

Although I will discuss the problem from a personal point of view, the points I make will remain relevant to their perspectives. First, I should point out that various authors have written about the nature of organizational management and research, and the methods they prefer when researching this topic.

II. ORGANIZATIONS FROM DIFFERENT VIEW POINTS

What affects a researcher's understanding of what makes up an organization? Despite the fact that there is a broad consensus about what makes up an organization, there are some minor variations. How he approaches organizational research. "Our society is an organized society," we spend a lot of our free time volunteering in organizations, playing and worshipping. Most of us will die as members of an organization, and when the time comes for burials, the largest organization—the state—must give official permission. Writes Amitai Etzion, an American sociologist. We are born into organizations, we are educated by them, and we spend most of our lives working for them.

In a highly differentiated society, "the formation of organizations is the main mechanism by which it is possible to achieve and achieve goals beyond the reach of the individual." Organizations are also seen by Scott (1992:10) as "social institutions formed by individuals to assist in the joint achievement of stated goals".

Organization is essential to our existence. From birth to death, we directly or indirectly become part of an organization. Etzioni's concept is that organizations cannot be seen as separate or separate from human existence, regardless of their intentional creation, in what form an organization is formed. As a result, most human activity takes place inside an organization's setting.

Shah and Gandhi, added that "organizations are not just instruments for the implementation of certain objectives: they shape and are shaped by people; memories of their past, their origins, of traumatic splits, of dramatic campaigns, of hope and

despair are contained in their actions and ideas and histories." Any organization's internal operations, as well as the form it chooses, are statements of political consciousness. "

Shah and Gandhi's approach is quite the opposite of Scott and Etzioni's, in that Gandhi and Shah believe that organization naturally arises from the nonstop communication between individuals finished time that certain values, defining principles, norms and assumptions make them a single entity. binds together. According to Gandhi and Shah, values and standards, not power relations, are the important aspects that hold people together in an organization. This does not equate to the structure of an organization being purposefully constructed or modeled.

The authority connections that exist in an organization are those in which all the people involved are working together to achieve the objectives of the organization. Etzioni and Scott both see the company as a social structure. The structure is made up of goals and objectives. In other words, an organization is created with the intention of achieving specified goals and objectives.

2.1 Theories of Organization

Organizational theory can be found in a variety of fields, including sociology, psychology, economics, anthropology, and history. According to Shafritz, Ott, & Jung (2005), organizational theory is "how groups and individuals function in different organizational structures and situations" which describes how people are drawn to view a company. , Insights derived from these factors result in a construction based on social and behavioral principles. Organizational theory is built on this foundation (Bergson, 1992).

On the one hand, there are classical and neoclassical organizational ideas, which emerged and grew from the late nineteenth century to the middle of the twentieth century, and on the other hand, there are post-classical theories, which have many more connected theories. Only the most essential components of theory organizational will be discussed. It paper does not aim to provide a comprehensive examination of organizational theory. The objectives of this research, I'd like to examine organizational theory from two perspectives.

III. METHODOLOGY

Researchers must gather facts and data that characterize the objective, publicly observable qualities of human behavior as well as the subjective meaning of such behavior for human subjects. The qualitative approach, on the other hand, demands social scientists interpret empirical reality in terms of what it means to the individuals who are being studied.

Rather than following quantitative investigations that verify or test the existence of various concepts and realities, people use the qualitative method to develop and attach their own meaning to the world around them and the behavior that occurs in that world. According to qualitative researchers, people, as well as the physical and social artifacts they make, are fundamentally different from the physical reality studied by the sciences. These meanings should be evaluated and comprehended in light of their application.

Identify four distinct elements of symbolic interactionism to help people grasp it. To begin, he believes that in order to comprehend any object or subject of research, such as the self, identity, organizational function, and so on, both internal features and the interactional context must be taken into account.

The meaning of our subjective conditions is interpreted by neo-classical-interpretations (organizations and cultures). Neo-classical organizational theorists rely on qualitative methods to understand and research the processes by which organizations arise. This subjectivity is then transferred to our interpretations and meanings of others operating in different cultures and institutions.

Through symbolic interactionism, Interpretists analyze organizations and pay attention to the subjective meanings that people attach to everyday symbols in their lives. Establishing norms by which everyone behaves in the same way, according to interpretive thinkers. Must be judged, absolutely unfair.

IV. MANAGEMENT IN CLASSICAL FORM

The contributors to this project are considered pioneers in the field of organizational studies. The first serious attempt to establish of management thought resulted the classical approach to management. In fact, according to the traditional view, managers should always strive to improve organizational competence in order to promote productivity.

The classical school of management has been defined by Schafritz, Jung, & Ott (2005):

- Maximum production occurs when workers occur specialists in their tasks and are only allotted work based on their competence.
- Organizational objectives can only be defined in terms of production and economics.
- Individuals and organisations follow rational economic principles

- In any manufacturing situation, systematic and scientific research should result in the identification of a single optimum manufacturing technique.

V. MANAGEMENT WITH A NEO-CLASSICAL APPROACH

The traditional strategy failed to meet the social and psychological needs of the workers, which started having an impact on organizational performance (Sarkar and Khan, 2013). The limitations of classical theory gave rise to the neoclassical approach. The traditional process absorbed on machines and jobs, ignoring the human aspect of employment. There are two basic components of neoclassical management theory. Two of them are human relations movement and organizational behavior.

4.1 Human Relationship Movement

Hawthorne's investigations and subsequent tests led scientists to the conclusion that the human factor is extremely important in the workplace. In 1941, Alton Meyer measured working conditions and production levels at the Western Electric Company's Hawthorne plant in Chicago in 1927 and 1932. Presented the results of a study conducted between Workplace behavior was the focus of the study.

Many researchers and authors of the human relations movement focused on the interpersonal and social relationships between members of the organization. The Hawthorne experiments sparked a flurry of neoclassical research. According to the human relations of movement, primarily workers respond to the essential social environment of a workplace, which includes group norms, interpersonal interactions, and social conditioning.

According to Schafritz, Jung, and Ott, the view of theorists organizational inside the human relations can be school characterized by essential four conventions.

- The reason for the formation of the organization is to meet the human needs.
- Both individuals and organizations must be compatible. Otherwise, when the lack of fit people will be harmed, the organization will suffer.
- As much as organizations depend on individuals. same on individual organizations trust.
- When people and organizations fit together well, both parties benefit.

This is a "chicken and egg situation", in which you cannot lay eggs without a chicken. As a result, must organizations take care of their organizations to flourish employees? The human relations school of thinking believes that taking measures to meet the emotional and psychological needs of employees, that is, caring for employees, will always boost production and efficiency.

VI. THEORIES OF ORGANISATION IN THE MODERN ERA

Three contemporary organizational theories that date from the mid-twentieth century onwards:

Mechanistic and Organic Systems

Mechanical system is a situation in which management breaks down tasks functional tasks facing into problems and the whole company breaks them into down more manageable pieces. Their argue that assignments should be accomplished using processes and goals that are more or less different from the overall goals of the company. Defined as the contribution of specialized expertise and experience by a biological system to the general function of the concern. This is accomplished by looking at each task as a component of the overall issue.

Contingency Theory

Contingency theory highlights the importance of developing a proper match for the nature and demands of an organization's internal organization and its external environment to be effective. investigated whose organizations structure depended type of other or environment circumstances operated, which led to the birth of the contingency theory.

Model of Compliance

Without additional incentives, best organizations rely cannot on their participants to assimilate their responsibilities and do their jobs voluntarily. To ensure compliance with their regulations, norms and mandates, organizations need to have a clearly structured distribution of rewards and sanctions. Those whose performance conforms to organizational standards will be satisfied, while those performance strays will be punished.

VII. METHODS OF QUANTITATIVE RESEARCH

The emphasis in traditional organizational theory is on organizational clear structure that spells out the roles, responsibilities, and of the followers. Traditional theorists organizational think each individual's contribution the success of an organization can be quantified and measured. Once this is accomplished, efficiency and effectiveness should become second nature in the way things are done.

According to the free Wikipedia, "a philosophy of science in which the reporting of information and sensory experience obtained through logical and mathematical treatments is the unique source of all authoritative knowledge, and that in this derived knowledge itself is valid knowledge (truth)." Quantitative researchers use positivist approaches and methods. According to the Free Encyclopedia, "Society, like the physical world, functions according to general laws."

The respondent's sensory perception data includes what he hears, touches, sees, smells and tastes, can be summed up in a quantifiable number of ways. Classical theorists want classical scholars to become sensitive to quantitative methods to establish logic, effectiveness, and efficiency. The ideas behind quantitative techniques are based on the classic organizational research of Taylor, Weber and Fayol. It requires data collection, analysis and evaluation using sensory perceptions. T. Burns and G. The quantitative method has also been observed in recent research by the Stalker Mechanics.

According to traditional organizational theorists, adopting a rational, systematic and approach scientific to management organizational is safest way to increase efficiency and organizational productivity. Positivism is rooted in traditional organizational theory, in which theorists seek causal relationships in the context of organizations and management.

The structure is extremely long and complex for such a large institution, with attempts to specify administrative and academic roles. The organizational structure of my company tries to bring logic, clarity and order to its various functions. I can see a clear connection.

VIII. CONCLUSION

Organization is essential to our existence. From birth to death, we directly or indirectly become part of an organization. Etzioni's concept is that organizations cannot be seen as separate or separate from human existence, regardless of their intentional creation, in what form an organization is formed. There are two basic components of neoclassical management theory. Two of them are human relations movement and organizational behavior.

The limitations of classical theory gave rise to the neoclassical approach. The traditional approach focused on jobs and machines, ignoring the human aspect of employment. According to the free Wikipedia, "a philosophy of science in which the reporting of information and sensory experience obtained through logical and mathematical treatments is the unique source of all authoritative knowledge, and that in this derived knowledge itself is valid knowledge (truth)." Quantitative researchers use positivist approaches and methods.

On the other hand, if a business has a friendly and relational environment that encourages everyone to do their best, efficiency will undoubtedly result. If the classical concentration on rationality operates in a supportive environment, it will almost certainly produce desired results that are beneficial to both management and employees. Amitai Etzioni, on the other hand, claimed that "not everything that improves rationality reduces happiness, and everything that increases happiness does not reduce efficiency."

As a result, most human activity takes place inside an organization's setting. According to Shafritz, Ott, & Jung (2005), organizational theory is "how groups and individuals function in different organizational structures and situations" which describes how people are drawn to view a company. , Insights derived from these factors result in a construction based on social and behavioral principles. The traditional strategy failed to meet the social and psychological needs of the workers, which started having an impact on organizational performance (Sarkar and Khan, 2013). According to the Free Encyclopedia, "Society, like the physical world, functions according to general laws."

The neoclassical approach is not without flaws. Sarkar and Khan (2013) point out that it lacks the accuracy of classical theory due to the unpredictable nature of human action. Second, its results are unscientific and clinically biased, and its conclusions are speculative. Lastly, it is difficult to bring this into reality as it requires a fundamental change in management and worker thinking and attitude.

Reid (2006), for example, uses the terms "realism" and "critical realism" to describe his position. The Ontology and Epistemology courses seem to imply that there are only two types of ontology and epistemology: positivism. and constructivism. However, more recently, a variety of ontological notions and epistemological theories have developed into a challenge to pure positivism and constructivism.

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