

A Synergy for Global Forms of Organizing

Ademola, E.O.

Professor and Chairperson
Centre for Citizenship and Leadership Galaxy
London, United Kingdom

ABSTRACT

Today's organizations objectively are focusing on the best form of organizing to foster effective management and improved outcomes. This paper presents a concept for managers to consider how the need for innovative organizing could lead to an improved outcome.

Keywords: organizing, innovative projects, adhocracy

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1. INTRODUCTION

According to Mintzberg (2008), the word 'Adhocracy' is appropriating to term an innovative establishing form of an organizational structure. It is an approach featured as being molten and selectively distributed. Notably, according to Writing (n.d.), firms are set up uniquely to fulfill some particular objectives. Further, the structure of business either can help or prevent its accomplishing underscoring targets. Companies irrespective of size could accomplish higher deals and another benefit by appropriately coordinating their needs with the structural architecture in use at work. There are three primary sorts of structure: divisional, functional and hybrid or matrix structure (Writing, n.d.).

Nonetheless, organizations today are innovatively organizing into new forms, keeping in mind the end goal to accomplish the greatest adaptableness and stay focused on other worldwide organizations in rapidly developing markets. (Mintzberg, 2008) Primarily, due to business problems for managers, organizing the resources is one of the most challenging tasks and, notwithstanding the elucidations and choice of forms, most managers will encounter some issues (Dixon, 2004). Mostly, according to Hamel (2007), the redistribution energy of management innovation will make ways for success. Undoubtedly, managing to attain maximum flexibility and sustain both competitive and comparative advantages, in this fast evolving and uncertain markets; managers must have enough knowledge of the economy and, to make the right decision by properly organizing. (D'Souza & Renner, 2014)

2. A GLOBAL EXEMPLAR OF ORGANIZING

In the United Kingdom, for example, according to Dixon (2004), industry could be evolving as the determinant input of the physical framework or structure of the firm to permit employees the flexibility in actually and efficiently to work in collectiveness to achieving the company goals. Irrespectively of the forming, it should be first, about the employees to convert every unachievable objective to an executable job to attract the full commitment of all the team members concerned. In fact, delegations in organizing and vagueness of working relationships could create problems for managers, in the case of inappropriate criticism, inadequate announcement systems and as well as breakdowns in the manacle of command.

Apparently, the general organizing forms are the formal firm structure that consists of the teaming of tasks into departments, which could base on area, function, customer, product, equipment, timescale, or numbers. In this case, the organizational reporting relationships which exist in the firm in likes of the line of command, staff, functional, committee and hybrid. According to Dixon (2004), there exists a degree to which authority has a centralized power in the business. By observation, according to Writing (n.d.), the hybrid form is more of between the divisional and functional, purposeful grouping. In other words, a hybrid form is a global way of organizing, typically, for large multinational organizations. Due to the problems of a dual management; at least a functional and a product manager co-existing in the managing territory, according to Dixon (2004), the formal structure should exist with an informal forming. With continuous employee engagement in a personal relationship, this mostly is useful in smoothing the daily running of the organization.

3. GLOBALIZATION AND ECONOMIC ACTIVITY

In today's globalizing, all organization have to decide just what degree of flexibility would afford higher profitability. If the forming is to centralize power, what level of power and authority they will have in their adopted structure and to what degree? (Dixon, 2004) It is, however, important, according to Sassen (2005), to consider the globalization of economic activity entails in an organizing before taken such decision. Nonetheless, the case for decentralization, positively, to prevent the overloading of senior managers and allow local management to be flexible in light of regional indices, thus, affording quite of adaptableness in a time of change. In all these, with the global forms of organizing; notably, few organizations are either entirely centralized or decentralized. The world economic activity which always remain evolving and challenging to predict has, in a way, pave the way for a kind of a distributed approach to the quality of organizing. (Sassen, 2005)

However, the attitudinal responses of employees to organization forms should be a factor in determining how to innovate further to attain maximum elasticity as well as the need for global economic outlook. According to Sassen (2005), to capture the theoretical and practical details of the globalization in business for the purpose of organizing, the global city model should be in consideration. In fact, according to Christiansen and Sezerel (2013), global business should incorporate motivationally, cultural intelligence (CQ) in their organizing agenda. In a way, CQ will minimize alienation of employees aptly and possibly increases satisfaction in a digital age.

4. CHANGE AND GLOBAL FORMS OF ORGANIZING

According to Morden (2016), changing to design and functional aspect of the organization as driven by experts input to work in multidisciplinary approach of operation; would adequately describe an adhocracy. Considering the urge for individuals employee emphasizes on self-reliance and respect in contributing to the overall achievement of the organization, it is essential for organizing to take note of the ageless development. In a management innovation, managing takes place by mutual adjustment and negotiation. (Morden, 2016; Dixon, 2004; Hamel, 2007)

Undoubtedly, an efficient alternative form of organizing is to innovate by understandably considering the worldwide group. Although outsourcing can improve performance notably, if firms precisely evaluate their abilities and the significance of customers relationship procedures (Graf, Schlegelmilch, Mudambi, & Tallman, 2013). The topology of global teams, however, is global, and it does not have a settled division of commitments between sub-areas or departments. In other words, in an alternative organizing, co-locating or outsourcing has in a way, outlived their usefulness, noting that tasks go to the competent colleagues who are best ready to do the work.

Human will remain the most fundamental element of any worldwide organizing, it is, however, crucial to ensure that organization at work is fit for individuals. Notwithstanding, any forming, as it is with co-locating, also, outsourcing is not without its challenges, particularly in multinational attempts (Christiansen & Sezerel, 2013). However, the dominance grasp of neoliberal thoughts and specifically the entrepreneurial market economy has progressively advocated for the evaluation of available research outcomes.

According to Parker, Cheney, Fournier, and Land (2014), capitalism is not just the only way for the production and marketization of goods and services; it is as well making loyal architects and purchasers who uncritically acknowledge the lore that there is no option to it (Shiva, 2014). In spite of the developing enthusiasm to further studies in this area, it could be a valid conclusion that no alternative to capitalism exists. In today's managerial discourse, a lot of this talk stays at the edge of businesses and management domains. However, academics and professionals are consciously working towards an alternative organizing, which from digital revolution viewpoint could be the organizing approach for a socially and ecologically sustainable world. At least this paves the way for further research work and development in the field of global forms of organization.

5. AN EXEMPLARY

It is possible to relate an experience of organizing noted with one of one's clients, having worked in the software development and testing sector for over twenty-five years. Apparently, the business favored a global teaming model to either co-locating or outsourcing. The reason often has to do with the distributed geography of the client's spread and the location of the competent software developer or testing experts. Although, the firm claims to adopt the conventional teaming approach where workers gather in an office taking a round-table style to work on their programming assignments. In case, of teams' division and lack of sufficient skill sets, outsourcing could be a way out; remember, the company head office is in London, United Kingdom (UK), outsourcing could be between them and another software company in Nigeria.

Nonetheless, co-locating and outsourcing are grossly depleting due to challenges of distance, cultural differences and talent management. Although production is relatively high with co-locating while outsourcing claimed to have reduced coding fees due to quality seemingly improved and scalability achievable. In all these, the global teaming approach is in preference because the organizing is highly innovative and in matrix does not work with a fixed division of roles between spaces; thus, distance adverse effect lessened and responsibilities go to a worker who is best skillful in handling the job. In fact, global forming precisely solves the problems associated with co-locating and outsourcing. The business in the UK is reportedly raising quality and increasing productivity because throughput is massive; as well as, response time is technically reducing.

6. CONCLUSION

Having noted some forms of organizing, one could argue against the need for an alternative means of organization; recognizes the contribution of the global teaming. However, the arguments for social and ecological sustainability overwhelmingly is appealing. Further, one could emphasize that it might be profitable to hold on to the purpose and value of global teaming. In other words, business is to seek an alternative, with a recognition that to invest in the best approach is to innovate the existing forms of organizing at achieving sustainability overall.

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