COMPLEX ORGANIZATION’S FACETS

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Modes of systems are no longer similar to what have been used traditionally. As a result of expansion of network, forms and kinds were altered thereby augmenting a number of people in the workplace and increasing competition in the field. Most of the organizations in today's world obviously belong to the concept of the complex organizations; having a great number of people, and a set of processes, rules and strategies. Distribution of power among its managers has likewise changed, as well as the processes of actions and planning to reach the organization’s goals.

Objectivity. When it comes to management, complex organizations have imposed more responsibilities for the leaders and its managers. In order to attain a specific goal and to land on a smooth flow of operations, managers must always participate in operational planning and budget planning processes. They are also the ones in-charge in determining what should be done, the order of those being done including the resources appropriate in order for such plan and goal to be successful (Davis and Reilly, 2019). Conventionally, leaders bear all the works and employees or co-members will just function as the working muscles. Metaphorically, leaders are the brains and employees are the machines. However, in a complex organization, a fair share on the conceptualization and planning must be noted. In order to obtain the best plan and solutions, co-members are being formed into smaller groups to brainstorm and propose ideas. In this way, ideas will be filtered and the organization will most likely choose the best option.

Sensitivity. People are really significant in a complex organization for the development, growth and success really depend on them. Their skills, thoughts and
actions will determine how quick can the organization move and how excellent could it be while competing with other institutions in the field. Professionalism moreover, shines in this organization which people are more inclined to developing socially-constructed activities. However, maintaining work-life balance still matters to the organization. Ullah (2019) emphasized that work-life balance is where most organizations and corporations are developing their strategic approaches to their employees promoting individual and general growth.

Logic. On the other hand, when it comes to system, managing a complex organization is way too far from just ordering the employees to do these and those and everything will run smoothly. In complex organizations, there are too many technical aspects which the whole team should consider in order to avoid conflicts and to mitigate any upsurge of problems. Since sustainable growth and high performance are among the priorities of the complex organization, they must execute, create demand and develop capacity in orderly or systematic ways as suggested by Digiammarino (2012). In accomplishing a common goal, it must always be noted that the organization must work together since what needs to be attained is a common goal; sustainability and development.

Criticality. Adding to the major aspects is the decision-making processes as well as how the organization must address recurring issues. Buzuku (2019) said that in a complex organization, a model design of processes for decision-making is very significant for understanding organizational complexity. There must always be a process in order to come up with the best and most beneficial decisions. The organization must apply various techniques to be able to develop decisions which concern not just the organization's reputation but more importantly, its feasibility of growth. Decisions must be carried out while considering the urgency of the situation and the impact it may create with respect to the organization's name and processes. Decision-making may be the hardest however, through accumulated ideas and suggestions, deciding for a complex organization will
just be as smooth as choosing what to wear during a cold weather. Meanwhile, conflicts and issues among its members and the system itself may arise since no organization can be denoted as perfect. Small issues must be resolved inside a complex organization so it will not reach the extent of making a negative impact in the entire organization especially if the organization has sub-units and branches and its stemming institutions might also endure the damage. Awareness and learning how to deal with factors which may result to conflicts are always the prime ways to avoid conflicts or to resolve them quickly (York University, 2019). The process of eliminating probable factors may take time however, it will add to the development of strategic plans which will be the guiding rules of the organization.

There are too many aspects that complex organization has to consider. From its people to its decision-making to addressing the issues and to attaining sustainable growth and development, one wrong move could make a great impact.

With too much complexity to exhibit and enormous goals to achieve, complex organizations are already in their headway to a groundbreaking of the more prosperous field today. Its concepts which are too complex are paving way to opening the eyes of many on the context of criticality and sensitivity. Complex organizations are not simply a part of today's avenue of industries and corporations, it also advocates better understanding of concepts in attaining sustainable growth and development. Despite being too much technical, complex organizations may contribute a lot in providing proposals for bigger institutions to perform better such as the Department of Education. From its technical conceptualization to vague developmental strategies, complex organization is introducing the world to ideas which will eventually provide individual growth and progress, in general denotation.
References:


