DEALING WITH A COMPLEX ORGANIZATION

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Today's modes of system are no longer similar to what have been used traditionally since then. Forms and kinds were altered due to certain which resulted to the expansion of network, intensification of people in the workplace and massive competition in the field. Organizations at this current situation are far different from how it is simply defined. Moreover, the organizational strategies and its managerial styles can now be considered as “complex”. Most of the organizations in today's world obviously belonged to the concept of complex organizations because it have numerous numbers of people, processes, rules, strategies and basic units. Distribution of power among its managers has changed as well as the processes of actions and planning to reach life-changing goals. There are too many aspects that a complex organization has to consider from its people to its decision-making in order on how it will address the issues concerning their organization and on how they will attain sustainable growth and development in order to survive on today’s challenge. Thus, a critical and logical mind, a sensitive heart are factors that might be consider in order to pass through a challenge of the economy.

ROLES. Participation in planning, organizing, path-finding and budgeting are among the primary responsibilities of leaders and managers in a complex organization. It is also their task to organize the plan in order to troubleshoot the challenge that the organization faces. Using one’s expertise and good decision making will make a complex organization more 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 choose the best practice that they thought might help the organization. People as the front liners and machines of an organization plays a pivotal role for the development, growth and success of it. People thinking-skills, and actions may be able to determine how quick the organization may achieve excellence and success among its competitors. 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.

TEAM EFFORT. 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 much technical aspects which the whole team should learn on to in order to avoid arising 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, Digiammarino (2012) suggested. In accomplishing a common goal, it must always be noted that the organization must work together as one since what needs to be attained is a common goal, sustainable and development. In addition to this, the system must be learnt by its people and everyone must be dexterous in adhering to what the system entails.

DECISION-MAKING PROCESS. 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 to 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. Before coming up into the best decision, members are encouraged to suggest collective proposals and managers will have prior ideas regarding the possibilities and extent of the decisions to make. 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 surely arise since no organization can be denoted as perfect. Handling conflicts can really be a challenge since there are only two outcomes if those will be mishandled: it could be the involved personnel will be affected or the whole organization itself. That is why, small issues must be resolved inside a complex organization so it will not reach the extent of making a negative impact on the whole organization especially is the organization has sub-units and branches and its stemming institutions will surely sustain 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.

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 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 government. 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:


