ORGANIZATION AS MACHINE AND CULTURE

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If there are souls for the body and food for the thought, organizations have eight contexts that mirror how they function, two of which are the machine and the so-called metaphors of organization.

Metaphors of Organization, like in Literature, are figurative comparison used to define the key aspects of an organization to explain the methods of operations (Nordquist, 2018). Originally, Morgan (1986) as cited by Ortenblad, et al. (2016) said that this metaphor emphasizes symbolic and informal aspects of organizations as well as the creation of shared meanings among actors. This may include culture of hailing officials and ethics in running the organization. Also, Longo (2012) suggested that metaphors are used to provide emphasis or originality to a concept or a particular aspect of an idea. As cited by Longo (2012), metaphors also show to be particularly useful to put order and clarity in those circumstances dominated by vagueness and dubiety, “the more ambiguous a situation is, the more important metaphors become for ordering the situation and making sense of our organizational experience” (Boland and Greenberg, 1988). Metaphors are direct comparison of the organization's nature to particular concepts such as the machine and the culture.

Being an organization which thrives as a culture, it is more likely to be noted as something that has grown throughout the years and without it, everything may change. Organization as a culture is too vague to tackle. However, the bottom line is that it will never be out of the societal necessity. It has already been a part of the people's lives and really, it has been one among the blood that circulates all throughout the system.
Organizations being a part of the culture possesses its internal culture as well. Taylor (2012) compared organizational culture into an ecosystem or yard of flowers. She entailed that leaders are the one to shape the culture everyday which will depend on their actions, their decisions, their enforced policies, their ignored policies, and the hired and the dismissed employees. With all these aspects, organizational culture could be changed. Depending on what the leaders and managers are aspiring to attain, the culture they make will absolutely land an impact to the state of the organization. If they think that the members are halting the system's progress, they could reshape and reshuffle the organization through eliminating and replacing the members. If the policies were obsolete, amendments and proposals of new policies is necessary. Organizational culture, just like all the other culture, is subjected for change as time goes by considering the demands for fresher system and the need for reformation.

On the other hand, another metaphor which people pertain to as the simplest one is “the organization as machine metaphor”. This machine metaphor is conventionally defined as the aspect which gives focus on the closed systems, efficiency and mechanical features of the organization. It merely talks about the standards on how well an organization may function. Taylor (1911) as cited by Nordquist (2018) entailed this metaphor mainly on the side of an employee. The employee is a machine driven by his or her will to finish the job and earn fueled by the good compensation with benefits given. Everyone has a designated task and whatever problem may arise with a member may affect the whole team, invalidating the capacity of the whole organization. Inside an organization is like a bigger series circuit. If one bulb explodes, the others bear the tendency to explode too.

That is why Enriquez (2014) suggested that importance must be invested in four of the metaphor's strongest aspects. These aspects include specialization which entails the special purpose the organization serves. If it is the government, then its purpose is to serve the people and the nation. Also, standardization was emphasized as this would
provide guidelines on the qualifications of the members of the organization and even the organization itself. Whether its policies are promoting wellness to the organization or not must be known. Replaceability meanwhile, talks about the need to look for another option if ever that a certain aspect is no longer functional. It is synonymous to the circumstances where a phone has to be replaced either for upgrade or if the software is already infected with malware.

In organizations, members and managing team can always be replaced especially if the jobs they have to perform are not being done so well and if there are certain anomalies which are causing too much destruction to the organization's reputation and function. Predictability, being the last aspect, talks about the long-term effect of the decision-making and actions done to a certain organization. Whether it will result to betterment or worsened effect must be the consequences that the organization itself has to shoulder.

References:


