SIMPLE IDEAS, COMPLEX ORGANIZATION

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Organization itself is a complex matter for it is diversified, full of uncertainties, risks and ambiguities. Due the complex nature of the organization one may say that no work or job is easy or stress free. It is true that uncertainties and risks cannot be eliminated; it seems to be a constant thing together with decisions and changes. But, learning, accepting and adapting that it is part of it, a piece of life and a portion of living can help in making a better organization and members of it.

Often times, aside from different views, ideas or thoughts conflicts arise when members of the organizations are all burnt out and stressed. It is an indication that human behavior is difficult to predict and may affect the collective activity within the organization. If not addressed properly and accurately, this may result to misunderstanding and lesser chance for the organization to work effectively as a team. Teamwork is known to be essential in enabling the organization to dance in one music (goal) even if they are doing different steps (tasks). And, one good example of addressing the issue of unpredictable behavior that may affect the organization negatively is educating members of the organization about stress management which may have a huge impact in lessening conflicts and reinforcing teamwork within the organization. With this, the power of communication must be in the way for through proper use and utilization of communication channels can reduce misunderstanding and risk. It can also be a way of learning ways how to understand the issues, concerns, and problems of the members of the organization in order to arrive with sound decisions.

One way of aiding members of the organization to changes and challenges that the organization is facing is giving of positive things, good chances, and appreciation can help in enhancing the attitude of the members of the organization. Motivation as one discourse of enhancing culture of an organization plays a vital role but it is not plain and simple that can be done in just a night or in one sitting. In order to use motivation in the development of culture, first thing to be done is to assess and analyze the specific motivator of each member of the organization and the organization itself. Determining what are their priorities, needs, and likes would be great help in order to utilize motivation in achieving better performance from the members.

Thus, it is the duty of the leader to give a light on the organization by improving certainties, acting upon calculated risks, lessening uncertainties and avoiding ambiguities in pursuing for the aims, goals and objectives of the organization. It is not an easy task, but there are many possible ways on how to do it. If one is eager and passionate in strengthening the climate and culture within the organization, it is possible indeed.

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