

COMPLEX ORGANIZATION

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Organization and complexity seem to be inseparable. Complexity of an organization tends to be one of its natures and reasons of its complexity lie and is determined by different factors. Diversity with regards to beliefs, culture, thoughts and perspectives is one of the factors that affect the complexity of an organization. Another thing is that, organization is volatile. Change in many aspects, may it be expected as routine changes or unexpected changes due to various causes. It is where uncertainty like in life becomes a constant thing which can be considered as inevitable for every organization.

With this, running and dealing with an organization can be said as a difficult task to do. An organization with its nature and considering the circumstances, members, and leaders make it a complex one. Problems and conflicts raised from unwanted and unexpected circumstances or situations seem to be constant in every organization.

Moreover, a leader must understand and acknowledge what power system thinking can offer the organization. This system has the potential to enable transformation among members and within the organization. It is then being a matter of mind set, a growth mind set specifically. With this, change must be accepted as well as challenges. The need for transformation has to be recognized and should be done religiously and must take in the system and within the organization. In order for the system to work and function effectively and efficiently, it must be formed through a clear and determined process within the organization. The significance of the system tool will be established in this manner. Focusing and giving importance to the different and

specific functions of the members within the organization can yield to a more efficient performance of the individuals and eventually the organization as a whole. Each function and role within the system is equally significant. Hence, in order for an organization to have the full realization of its goals and objectives, it must have a system that will allow effectiveness and efficiency within the organization.

Furthermore, success of an organization is dependent on the ways and means a leader leads the organization. In the same way, it is indeed vital in the part of the leader to understand the concepts of an organization. A leader must recognize the importance of organizational behavior, diversity, and culture and how these matters could affect the organization's productivity and effectiveness. With this, a leader can assess the current condition, situation and people inside the organization supported with data and information needed to properly analyze what are the possible strategies and leadership styles that should be applied in order lead the organization. The leader and the members are the key components in order for the organization to achieve its goals and objectives. But, how members of the organization be productive and effective is part of a leader's responsibility. Thus, traits and practices of educational leaders that they apply in doing their job are indeed significant in the fall and victory of every organization.

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