

Vol 5 Issue 11 August 2016

ISSN No : 2249-894X

*Monthly Multidisciplinary
Research Journal*

*Review Of
Research Journal*

Chief Editors

Ashok Yakkaldevi
A R Burla College, India

Ecaterina Patrascu
Spiru Haret University, Bucharest

Kamani Perera
Regional Centre For Strategic Studies,
Sri Lanka

Welcome to Review Of Research

RNI MAHMUL/2011/38595

ISSN No.2249-894X

Review Of Research Journal is a multidisciplinary research journal, published monthly in English, Hindi & Marathi Language. All research papers submitted to the journal will be double - blind peer reviewed referred by members of the editorial Board readers will include investigator in universities, research institutes government and industry with research interest in the general subjects.

Regional Editor

Dr. T. Manichander

Sanjeev Kumar Mishra

Advisory Board

Kamani Perera Regional Centre For Strategic Studies, Sri Lanka	Delia Serbescu Spiru Haret University, Bucharest, Romania	Mabel Miao Center for China and Globalization, China
Ecaterina Patrascu Spiru Haret University, Bucharest	Xiaohua Yang University of San Francisco, San Francisco	Ruth Wolf University Walla, Israel
Fabricio Moraes de Almeida Federal University of Rondonia, Brazil	Karina Xavier Massachusetts Institute of Technology (MIT), USA	Jie Hao University of Sydney, Australia
Anna Maria Constantinovici AL. I. Cuza University, Romania	May Hongmei Gao Kennesaw State University, USA	Pei-Shan Kao Andrea University of Essex, United Kingdom
Romona Mihaila Spiru Haret University, Romania	Marc Fetscherin Rollins College, USA	Loredana Bosca Spiru Haret University, Romania
	Liu Chen Beijing Foreign Studies University, China	Ilie Pinteau Spiru Haret University, Romania
Mahdi Moharrampour Islamic Azad University buinzahra Branch, Qazvin, Iran	Nimita Khanna Director, Isara Institute of Management, New Delhi	Govind P. Shinde Bharati Vidyapeeth School of Distance Education Center, Navi Mumbai
Titus Pop PhD, Partium Christian University, Oradea, Romania	Salve R. N. Department of Sociology, Shivaji University, Kolhapur	Sonal Singh Vikram University, Ujjain
J. K. VIJAYAKUMAR King Abdullah University of Science & Technology, Saudi Arabia.	P. Malyadri Government Degree College, Tandur, A.P.	Jayashree Patil-Dake MBA Department of Badruka College Commerce and Arts Post Graduate Centre (BCCAPGC), Kachiguda, Hyderabad
George - Calin SERITAN Postdoctoral Researcher Faculty of Philosophy and Socio-Political Sciences Al. I. Cuza University, Iasi	S. D. Sindkhedkar PSGVP Mandal's Arts, Science and Commerce College, Shahada [M.S.]	Maj. Dr. S. Bakhtiar Choudhary Director, Hyderabad AP India.
REZA KAFIPOUR Shiraz University of Medical Sciences Shiraz, Iran	Anurag Misra DBS College, Kanpur	AR. SARAVANAKUMARALAGAPPA UNIVERSITY, KARAIKUDI, TN
Rajendra Shendge Director, B.C.U.D. Solapur University, Solapur	C. D. Balaji Panimalar Engineering College, Chennai	V.MAHALAKSHMI Dean, Panimalar Engineering College
Awadhesh Kumar Shirotriya	Bhavana vivek patole PhD, Elphinstone college mumbai-32	S.KANNAN Ph.D , Annamalai University
	Awadhesh Kumar Shirotriya Secretary, Play India Play (Trust), Meerut (U.P.)	Kanwar Dinesh Singh Dept.English, Government Postgraduate College , solan

More.....

Address:-Ashok Yakkaldevi 258/34, Raviwar Peth, Solapur - 413 005 Maharashtra, India
Cell : 9595 359 435, Ph No: 02172372010 Email: ayisrj@yahoo.in Website: www.oldror.lbp.world



CONCEPT, NATURE AND DEFINITION OF TERM ORGANIZATION

Dr. Somprasad R. Kenjale
Principal, M. S. Kakade College,
Someshwarnagar.

ABSTRACT

The term of organization has different connotations. It has been studied from social, psychological, economic as well as managerial point of view that the term 'organization' indicates an institution or formal structure, which works for a specific purpose and has defined structural set-up. No one can emerge any kind of entity or institutional structure, which is not rightly backed by a formal organizational structure. The purpose of the organization depends on the purpose of the people or group or association of individuals, who come together with a common motto or objective.

From the economic sense, organization is a combination of different resources, persons and activities, to achieve a pre-determined fruitful goal. It works on the number of efficiency, productivity and cohesiveness from the social point of view. The term 'organization' means, persons or individuals or group of individuals come together to form a body, institution or structure, whether formal or informal, for a common cause or specific motive to be achieved in a specific manner.

KEYWORDS: economic, organization.

INTRODUCTION

1.The Concept of Organization

The concept of organization has been studied by many experts in different ways. There are different approaches that have been adopted to study the concept of organization. The idea of organization is as old as civilization. However, with change in technology, systems and social structures; many individual forms of organization are newly and continuously added and.



therefore, the term of organization has changed itself with changes in the ideologies and concept. Few important definitions of the term 'organization' are presented, to explain the concept of organization. Following are the important dimensions of these definitions:

- Organizations are considered as social unities; they have a common purpose. Organization, to meet the societal and personal needs and the existence of organization, depends upon the relationship, association and contribution of people, for a common cause.
- Organization is often viewed as a group of persons contributing their efforts towards certain goals. An organization is created when people combine their efforts for some common purpose.
- The organizations fulfill greater variety

of our societal and personal needs and at Tect a larger segment of our lives.

- Talcott Parsons defined organization as a social unit which is deliberately constructed and reconstructed to seek specific goals.
- Barnard defined an organization comes into existence when there are number of persons in communication and relationship and willing to contribute towards a common endeavour.

2. Features of Organization:

With the development of concept of organization, emphasis is also given on identifying different features of the organization. Experts have studied different forms and types of organizations and have come out with certain common characteristics of the concept of organization. These important features are usually associated with every type of organization, which are discussed at length here.

Features of Organization:	
(i)	Large Size
(ii)	Their Management is Complex
(iii)	Mutually Agreed Purpose
(iv)	Structure of Working Relationship
(v)	Differentiation of Functions
(vi)	Coordination for Harmonious Functioning
(vii)	Organization as a Continuing System
(viii)	Organization as a System.

Large Size

Organizations in the past were small in size, whereas modern organizations are entities of large scale.

Their Management is Complex

As modern organizations involve huge investment and complicated technology, their management and operation is a complex affair. They need assistance from diverse specialists for harmoniously working elaborate rules and regulations are now needed for their governance.

Mutually Agreed Purpose

All activities are goal directed. They represent the interests of all shareholders such as the investors, shareholders, managers, workers, customers, suppliers, society, etc. in a business organization.

- Structure of Working Relationship
- Organizations have built-up hierarchical levels, a chain of command, rules and procedures, communication networks, etc. These create responsibility, accountability and proper guidance in All Organizations through which Management Functions.
- Differentiation of Functions
- Owner or manager makes systematic division of work on the basis of nature of particular category of

work.

- Coordination for Harmonious Functioning
- All functional departments have to perform their own functions.
- Organization as a Continuing System
- Organization will continue to survive it. If it is able to adapt itself to its changing environment. It does not matter who joins or leaves the organization.
- Organization as a System
- The system approach recognizes that organizations are made up of components, each of which has unique properties, capabilities and mutual relationships.
- It further recognizes significance of system—the fact that a whole is composed of various parts which may be quite different from the simple sum of its parts.
- In addition, it has inter-action with other systems (organization) in its environment. It takes certain things from other systems and in turn, given certain things to them. Mutual dependence necessitates interaction and consequently, adaptation.
- A system may be either closed or open. A closed system does not have any interaction with the external environment. But modern organizations are more or less open systems. An open system is in constant interaction with the environment. The organization gets inputs from the environment and transforms them into outputs which are supplied to the environment. The organization gets feedback from the environment and takes suitable steps to meet the challenges and expectations of environment.
- Organizations have to change internally to keep up with external changes.
- Organizations are more than simply aggregation of individuals which have their own characteristics.

3. Forms and Types of Organization:
Types/Typology of Organizations

As type and form of organization varies, according to its purpose; different organizations have been designed in different ways. Their features and purposes keep on changing with change in their structure, purpose, technology adopted and the mission of the organization. From this point of view, often organizations are classified in different ways.

Typology is a valuable tool of organizational analysis. Typology must focus on the properties of the organizations. The classification must facilitate analytical study of the organizations.

Functional:	Cui bono:	Control or Compliance:	Formal and Informal:	Structural Designs:	Decision-making Strategies:
3.5 Economic	3.9 Mutual-Benefit	a. Coercive	a. Formal	a. Line	a. Computational
3.6 Political		b. Utilitarian	b. Informal	b. Line and staff	b. Judgmental
3.7 Integrative	3.10 Business	c. Normative		c. Functional	c. Compromise
3.8 Pattern maintenance	3.11 Service			d. Project	d. Inspirational
	3.12 Communal			e. Matrix	
				a. Mechanistic	
				c	
				b. Organic	

Types/Typology Based on Function or Purpose

Many organizations with different purposes and functions coexist in the society. Four basic functions have been identified by Talcott Parsons. These relate to economic, political, integrative and pattern maintenance. Based on these functions, the four types of organizations are discussed here:

- **Economic Organizations**

Such organizations are primarily concerned with producing goods and services for the society. They are run with a view to generating surplus or profits. Industrial commercial and trading concerns are included in this category.

- **Political Organizations**

Political organizations are created to provide service to the society. They help in achieving the basic values cherished by the society. They collect resources from the society, employ them judiciously and work for maintaining peace and stability in the country.

- **Integrative Organizations**

These organizations are concerned with social control and maintenance of law and justice in the society.

- **Pattern-maintenance Organizations**

Such organizations are concerned with the preservation of cultural values. Organizations like educational institutions, research institutions; religious and social organizations, clubs, etc. are engaged in promoting long-term interests of the society.

INTEGRATIVE ORGANIZATIONS

These organizations are concerned with social control and maintenance of law and justice in the society.

PATTERN-MAINTENANCE ORGANIZATIONS

Such organizations are concerned with the preservation of cultural values. Organizations like educational institutions, research institutions, religious and social organizations, clubs, etc. are engaged in promoting long-term interests of the society.

4. Types/Typology Based on Primary Beneficiary (Cui bono)

Another classification based on the cui bono (who benefits) criterion has been suggested by Blau and Scott.

- **Mutual-Benefit Associations**

These are associations which come up voluntarily for the benefit of their members, for instance, clubs, labour unions, political parties, etc.

- **Business Organizations**

In this case, the prime beneficiaries are the owners or the managers. The basic purpose of business organizations is achieving maximum profit for the owners. The main problem encountered in such organizations is maximizing operating efficiency. The owners or managers are obsessed with this problem of how to reduce costs, improve productivity and increase profitability.

- **Service Organizations**

The prime beneficiaries in this case are the clients or those who come in contact, i.e. public-in-

contact.

• **Commonwealth Organizations**

The basic characteristic of commonwealth organizations is that public at large is their prime beneficiary. Organizations like army, police force, fire service, post office, etc. are services to the society which is essential for maintaining rule of law, promoting social contacts between people, or providing security to the public at large. The typology based on primary beneficiary (or cui bono) has been used by Blau and Scott as shown in the

Table no 3.3: Cui Bono Typology

Typology	Primary Beneficiary
(i) Mutual benefit associations	Members
(ii) Business organizations	Owners (or shareholders)
(iii) Service organizations	Clients or Public in direct contact
(iv) Commonweal organizations	Public at large

5. Typology Based on Means of Control or Compliance

Etzioni has classified organizations on the basis of means of control or compliance. Compliance through the use of power is an internal dimension of the organization which may be used as a basis of organization typology. The word ‘compliance’ means one person directing another to do something. Because of organization relationships between individuals in the organizations, the subordinates are supposed to comply with the orders and instructions of their superiors. In most of the organizations, three types of power is commonly used: coercive, utilitarian and normative.

• **Coercive Power**

It rests upon the application of the threat of physical sanctions or punishments. If a subordinate does not comply with the authority, the superior may punish him with fine or withdraw certain benefits.

• **Utilitarian Power**

It involves use of material rewards to influence the behaviour of subordinates. Use of utilitarian power is a positive style of leadership in the sense that rewards are offered for good performance.

• **Normative Power**

It involves use of symbols of prestige and esteem. It rests on the allocation of symbolic rewards by the boss.

6. Typology Based on Degree of Formal and Informal Relations

Samuel Deep has classified organizations on the basis of relationship. Thus, we have Formal and informal organizations.

Formal Organization

It refers to a structure of well defined jobs, each bearing a definite measure of authority, responsibility and accountability. The formal organization lays down the pattern of relationships between individuals and the rules and regulations which guide the behaviour of individuals.

Informal Organization

It is an outcome of social interaction between individuals in a formal organization. Whenever people work together, they evolve informal groups bound together by common, social, technological, work or goal interests. Such groups constitute informal organization. Informal organization represents relationships between individual in the organization based on interest, personal attitudes, emotions, prejudices, likes, dislikes, physic location, similarity of work, etc.

CONCLUSION:-

As opposed to the delegated head or head of a regulatory unit, a pioneer rises inside the setting of the casual association that underlies the formal structure. The casual association communicates the individual targets and objectives of the individual enrollment. Their targets and objectives could conceivably agree with those of the formal association. The casual association speaks to an expansion of the social structures that by and large portray human life – the unconstrained development of gatherings and associations as closures in themselves.

In ancient circumstances, man was distracted with his own security, upkeep, insurance, and survival. Presently man spends a noteworthy bit of his waking hours working for associations. His need to relate to a group that gives security, insurance, support, and a sentiment having a place proceeds unaltered from ancient circumstances. This need is met by the casual association and its developing, or informal, pioneers.

Pioneers rise up out of inside the structure of the casual association. Their own characteristics, the requests of the circumstance, or a mix of these and different elements draw in supporters who acknowledge their administration inside one or a few overlay structures. Rather than the expert of position held by a designated head or boss, the new pioneer uses impact or power. Impact is the capacity of a man to pick up collaboration from others by methods for influence or control over prizes. Power is a more grounded type of impact since it mirrors a man's capacity to implement activity through the control of a methods for discipline.

REFERENCE:

1. Agarwal P.K., Organization Behaviour. Pragati Publication, Meruit, 2005.
2. Bhattacharya Dipak Kumar, in the book titled 'Organizational Change & Development' Oxford Higher Education, New Delhi, 2011
3. Balzac Stephen, 'Organizational Development' Tata McGraw-hill. New Delhi. 2011
4. Bedi and Kishore, 'Global Human Resources Management'. Wisdom Publication. New Delhi, 2007.
5. Bhatia S. K., 'Management of non Profit Organizations'. Deep & Deep. New Delhi. 2007.
6. Bhatia S. K., 'HRM in Global Scenario', Deep & Deep, New Delhi. 2010.
7. Bhatia S. K., 'Organization Theory & Designs' Deep & Deep, New Delhi, 2009.

Publish Research Article

International Level Multidisciplinary Research Journal For All Subjects

Dear Sir/Mam,

We invite unpublished Research Paper, Summary of Research Project, Theses, Books and Books Review for publication, you will be pleased to know that our journals are

Associated and Indexed, India

- ★ Directory Of Research Journal Indexing
- ★ International Scientific Journal Consortium Scientific
- ★ OPEN J-GATE

Associated and Indexed, USA

- DOAJ
- EBSCO
- Crossref DOI
- Index Copernicus
- Publication Index
- Academic Journal Database
- Contemporary Research Index
- Academic Paper Database
- Digital Journals Database
- Current Index to Scholarly Journals
- Elite Scientific Journal Archive
- Directory Of Academic Resources
- Scholar Journal Index
- Recent Science Index
- Scientific Resources Database

Review Of Research Journal
258/34 Raviwar Peth Solapur-
413005, Maharashtra
Contact-9595359435

E-Mail-ayisrj@yahoo.in/ayisrj2011@gmail.com