

# Nature and Purpose of Organisation

Lecture 1-4  
Part 2

## References

1. Richard L. Daft (1998); Organisation theory and design; 6<sup>th</sup> edition; Thomson, University of western Antario
2. Gareth R. Jones (1997); Organisational Theory; Text and cases; 2<sup>nd</sup> edition; Addison Wesley.

## What is an organisation?

- Organisations are not static. They exist in uncertain and must continually find solutions to new problems if they are to survive and prosper.
- Some speculate that organisations are hard to see, but the whole organisation is vague and abstract and may be scattered among several locations

## Continue...

Organisations:

- Social entities
- Are goal directed
- Are designed as deliberately structured and coordinate activity systems
- Are linked to the external environment

## Continue...

- The elements of an organisation are not a building or a set of policies and procedures, it's made up of people and their relationships with one another.
- Managers deliberately structure and coordinate organisational resources to achieve goals.
- Boundaries between departments as well as those between organisations are becoming more flexible and diffuse as companies face more challenges.

## Nature of organisation

- Most socialists would agree that as humans are part of an organisation structure, they too need to find a way to integrate within the compound of organisation. The nature of organisation is to function as a whole and not as a system. Within the nature of organisation, there exists workers and systems that guide the organisation.

## Continue....

- Purpose and nature has to come into balance.

Nature of organisations are:

- Maximising profit
- Creating successful human culture
- Requiring optimum resources
- Creating perfect culture

## Human Nature

- To understand organisation, human nature and their socialisation culture has to discovered.

### Nature Vs. Nurture

- The nature vs. nurture debate explores the relative importance of cultural (social environment) and biological (heredity) factors in the developmental process of human beings.
- Is our biology most important in determining who we are or is our social environment? Do we learn our character or is it determined at birth genetically? In all likelihood the answer to this question is a complex interaction between the two.

## Problems with the Concept Human Nature

### What is Human Nature?

- Charon (1987:56-59) points out that our acts and beliefs are often based on our assumptions about human nature. Human nature refers to nearly permanent qualities which humans' posses. They are also biologically based. One should be able to see these characteristics in every culture (e.g., people have an innate urge to reproduce, find shelter, and find food).
- Human nature should not be used to refer to characteristics that come about because of the environment or our society.

### Impossible to Determine Human Nature

- Biology certainly determines part of what we are, but we start learning as soon as we are conceived. Sense what we learn is so important to who we are and what we do, how can we separate biologically determined behavior from learned behavior

## Socialisation forms Organisation

### Socialization

- Socialization is learning (see Charon, 1987:63-69). Socialization refers to all learning regardless of setting or age of the individual. Socialization is the process by which we learn the ways of a particular group. In every group one has to learn the rules, expectations, and truths of that group, whether the group is your family, the army, or the state (nation).

- Socialization is the process where by people acquire personality and learn the way of life of their society. Essentially, one has to learn Culture. Learning culture encompasses all the truths, values, rules, and goals that people share with one another. Culture is a shared perspective.
- The most important time when socialization occurs is between the ages of one and ten. We obviously learn throughout our lives, but this first ten years is most important in determining who we are for the rest of our lives.

### **Primary Socialization**

- Primary socialization is the process whereby people learn the attitudes, values, and actions appropriate to individuals as members of a particular culture. For example, Eskimos learn to enjoy eating the raw intestines of birds and fish while Chinese people eat Carp's heads and the tripe (stomach tissue) of pigs (Schaefer & Lamm, 1992: 98).

### **Institutions vs. Organization**

- Institutions can be organization, but they are different from organizations. Public education is an institution. El Paso Community college is an organization. GM is an organization. The "corporation" is an institution. Often one hears mental hospitals or prisons called institutions. One hears of people being institutionalized. The specific hospital is not an institution, speaking sociologically. The mental health system is an institution. If one is institutionalized, he or she becomes a part of a particular system of organization. The idea of prison, however, is an institution. The same idea holds no matter what prison in which an individual is.