

EXECUTIVE EDUCATIONAL SERIES

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# Organization & Management

Exploring Foundations, Structures, and Environments

Principles of Modern Organizational Theory

# SYNERGY OF PEOPLE & RESOURCES

## The Purpose of Organization

Organizations emerge to integrate human talent and physical resources to achieve objectives that are beyond the reach of a single individual.

**Management Role:** To drive the entity toward goals through the optimal use of resources, ensuring tasks are performed with *Effectiveness* and *Efficiency*.

 Professional team meeting

# DEFINING THE ORGANIZATION



## Chester I. Barnard

A system where two or more individuals consciously coordinate their efforts toward a unified objective.



## Herbert G. Hicks

The formal process of structuring human interaction and relationships to reach pre-defined goals.



## Katz and Kahn

A social unit coordinating complex activities through systematic decision-making and problem-solving.

# WANCHAI MEECHAT FRAMEWORK

- ✓ **Social Unit:** Comprising 2+ individuals.
- ✓ **Goal Pursuit:** Tools for human success.
- ✓ **Collaborative Action:** Shared activities & division of labor.
- ✓ **Power Dynamics:** Defined authority relationships.
- ✓ **Defined Boundaries:** Membership vs. Outsiders.
- ✓ **Operational Continuity:** Enduring, not temporary.



# CORE OPERATIONAL FACTORS

Factor	Strategic Definition	Key Objective
<b>Function</b>	Core mission or primary duties of the entity.	Establishing permanence.
<b>Division of Work</b>	Grouping similar tasks; isolating specialized roles.	Maximizing output quality.
<b>Hierarchy</b>	Defined layers of authority and responsibility.	Clarifying chain of command.
<b>Span of Control</b>	Management ratio: Supervisors to subordinates.	Balanced oversight.
<b>Unity of Command</b>	Centralized authority for specific groups/individuals.	Conflict prevention.

# THE THREE PILLARS OF SUCCESS

Distinct Purpose

Strategic Vision & Clarity

Personnel (People)

Talent & Collaboration

Deliberate Structure

Framework & Efficiency

*Note: These three elements must interact seamlessly to create a sustainable organization.*

# CONCEPTUAL DISTINCTIONS

## Organization (องค์การ)

The collective entity or agency (State, Private, or International) that functions as a single unit to execute activities according to law or charter.

Example: A University or Ministry.

## Organ (องค์กร)





An institution or sub-unit that forms part of a larger organization. It serves as an "organ" in the "body" of the main entity.

Example: The Faculty of Management within a University.

# EVOLUTION: TRADITIONAL VS. NEW





## Traditional Model

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-  Rigid Hierarchies
-  Rule-bound operations
-  Position-centric power
-  Inflexible task definitions

## New Organizational Model

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-  High flexibility & agility
-  Team-based structures
-  Skill-centric evaluation
-  Network-based decision power

# THE OPEN SYSTEMS APPROACH

## 1. INPUT

Raw Materials, Human Capital, Capital, Technology, and Information gathered from the external environment.

## 2. TRANSFORMATION

Operational activities, management processes, and technological applications that create value.

## 3. OUTPUT

Final Products, Services, Financial Status, Information, and Employee Achievement results.





**Feedback Loop:** Constant monitoring ensures the system adapts to external environmental shifts.

# ORGANIZATIONAL CLASSIFICATION





Criteria	Category A	Category B
Profit Motif	For-Profit Organizations	Not-for-Profit Entities
Product Type	Manufacturing (Goods)	Service (Intangible value)
Ownership	Public Sector (Government)	Private Sector (Corporate)
Formation	Primary (Natural/Family)	Secondary (Purposeful/Institutions)
Structure	Formal (Regulated)	Informal (Spontaneous)

# STRATEGIC DRIVING OBJECTIVES

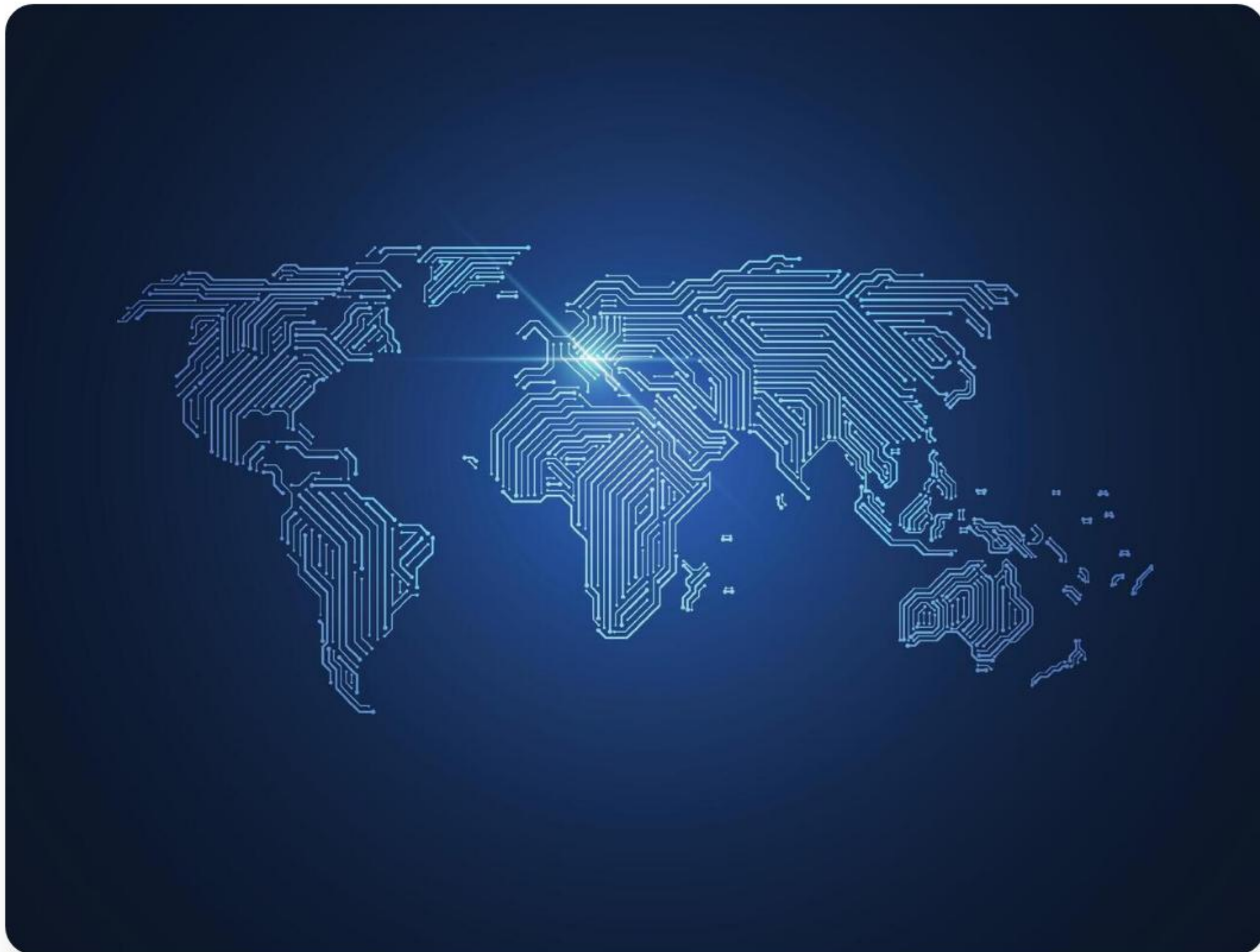
## Business-Specific Goals

-  Economic value creation
-  Profit & Member satisfaction
-  Growth and sustainability
-  Social contribution

## General Org Objectives

-  Public safety and welfare
-  High service quality
-  Timely delivery
-  Modernized technology use

# THE ORGANIZATIONAL ECOSYSTEM



## External Environments

- 1. General (Macro):** Indirect forces (Economics, Tech, Politics, Social).
- 2. Task (Micro):** Direct influencers (Customers, Competitors, Suppliers, Labor Market).

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## Internal Environments

Owners, Stakeholders, Board of Directors, Employees, and Corporate Culture.

# Questions & Discussion

Summary of Organization and Management Foundations



[contact@management.edu](mailto:contact@management.edu)



[www.org-theory.com](http://www.org-theory.com)

# IMAGE SOURCES



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