

Organizational Behavior And Organizational Systems

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Organizational behaviour (OB) is related to the approach that people use to interact with each other. To have efficient business organizations, there is a need to effectively use organizational behaviour as it involves the scientific approach to managing people. With organizational behaviour, the output of workers can be maximized. People are more productive when they are managed effectively by the management of the organization.

All the needs of the employees are addressed, and they have no difficulty in managing their work. This effective management benefits both people and management of the organization and assists them in achieving their short and long-term goals and objectives. This paper will discuss the forces behind organizational changes and methods of [managing organizational change](#) concerning criminal justice agencies. There is also the identification of evident features of organizational cultures.

Criminal justice agencies function to protect people and require the effective management of their systems. Many internal and external factors bring changes in criminal justice agencies. Thus, many social, political, and organizational behaviour factors bring changes in criminal justice agencies. Change management in criminal justice agencies is the same as managing change in other organizations. Criminal justice agencies follow a specific hierarchy and possess a specific organizational culture. Any change in government policy can affect or bring changes in criminal justice agencies.

The Relationship Between Organizational Behavior And Organizational Systems:

Organizational behaviour refers to the behaviour of people within the organization. This behaviour needs to be aligned with the organizational goals. It plays a significant part in the accomplishment of the goals and strategies of the organization. If there is effective management of people within the organization, then the organization will make more progress and earn a profit. If people are not working well and there is mismanagement of the workforce, then the organization's success is always in doubt. Organizational behaviour is linked to the management of people, groups, and organizational structure.

Organizational systems are followed by organizations to achieve their goals and objectives. Organizations attain their goals by the creation of effective communication and operative systems. These systems then assist the managers and leaders in managing organizations. There are different

types of organizational systems that can be used depending on the nature of organizational goals and objectives. According to these organizational systems, then different strategies are devised to achieve better results. Organizational systems can be functional, matrix and team (Harper, 2015). If there is a need for specialization in the organization, then that organization will go towards the adoption of a functional organization. If there is a need for improving the reporting in an organization, then that organization will go towards the adoption of a matrix organizational structure. The reporting in this structure is different from the traditional hierarchy as there is dual reporting in this structure, ensuring the presence of effective communication.

Management Of Perceptions Of Organizational Stakeholders:

There is a need to effectively manage the perceptions of organizational stakeholders as organizations, in the end, are responsible for addressing the concerns of different stakeholders. For this purpose, different strategies can be used. The use of stakeholder mapping can be used to manage perceptions related to organizations (Mohan & Paila, 2013). The first step in stakeholder mapping can be to identify the stakeholders. Then, there must be an analysis of their needs, expectations, and other factors that are important to them. There is also a need to estimate the level of influence of different stakeholders. This will assist the organization in addressing stakeholder's concerns effectively. Also, there must be proactive mitigation of different perceptions and concerns of stakeholders. This makes them ready to accept the change, and the organization also gets the idea of effectively managing them.

Observable Aspects Of The Organizational Culture Of Criminal Justice Agencies:

There are different aspects of the organizational culture of criminal justice agencies. These include their policies, along with the presence of diversity in their agencies. These also have a hierarchy to be followed while performing their duties and responsibilities. This hierarchy allows them to effectively achieve their goals and work for the community in a better way. They have specific reporting relationships that also guide them in their communication within the organization and empower them in their decisions. Above all, the presence of good leadership is also a significant factor in their success. Leadership in these organizations has an important role in achieving the objectives by motivating employees to effectively work for the community. Leadership motivates them and assists them in their work.

Change Management Strategies And Criminal Justice Agencies:

Organizations always require changes to make progress and as a solution to different problems. Change management strategies can also be applied to criminal justice agencies to improve their performance. With the use of different change management strategies, these agencies will effectively deliver services. For example, if these agencies make more use of technology, then people will get assistance in approaching these agencies, and their problems will be easy to solve through these agencies (Jennings, Arlikatti, Andrew, & Kim, 2017). Also, with this, the cost of operations will be reduced both for the agencies and for the people who require their services. Another change management strategy in these agencies can be the use of a flatter organizational structure to improve and enhance the work quality of these organizations. Flatter organizations allow effective communication and service quality to be enhanced.

References

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