

Systems Theory History And Future Implication

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Some management studies are evident in contemporary society, which tends to have a different understanding of organizations. The ability to consider organizations as systems makes it possible to understand the various elements that should cooperate to embrace holism within the organization. Even though the system approach might be obvious according to most individuals, its implementation in the modern business environment is still a factor to explore.

It is apparent that some challenges currently affect organizations, scholars, managers, and educators who have come to view the organization as a system in which every part must collaborate to the best of the process. Due to the interpretation, there exists a paradigm shift in matters related to management studies as well as approaches organizations take to ensure the execution of various tasks (Shenhav, 1995). Due to the existing system of management, writers, as well as educators, are at the forefront of providing more insight into how managers should look at the organization to ensure success. Being myopic in the business world is the main reason for the various challenges ranging from unethical completion to closure of businesses in contemporary society. In the previous setup, managers focused on the implementation of one aspect, and that presented some risks since other departments failed, and they still needed to meet the ultimate goals of the organization.

Summary Of The Article

The history of [systems theory](#) is old enough; it started as early as 1900 and is still evident in contemporary society. The approach has experienced some evolutions. Currently, it is apparent that managers embrace every sector of the organization, and the ability to utilize how the various sectors interact makes it possible to meet the organization's ultimate goals. That is a crucial move in eliminating incidences of conflict that are evident in most premises. Managers must learn how to make feedback count within the organization. The ability to diagnose problems as they arise makes it possible to avoid escalating issues and instead makes it possible to understand the separate pieces within the premise and how best to make it work in addressing the ultimate goals of the premise. The participants in the study were engineers, and it is noted that discrepancies existed since the early period dated 1905 presented two groups of engineers (Shenhav, 1995). One sector consisted of shop-oriented individuals, while the other sector consisted of school-oriented individuals. The first sector banked on items from the shop, while the other group relied on the engineering of various components.

The research identifies organizations as mechanical systems. That further situates the concept within the engineering breeding, and that is helpful in tracing the carries and helping in determining the

political as well as cultural contexts of the development. Still, the research affirms the fact that organizations have strong roots in organizational theory. The most significant theory emerged in the 1950s, and the impact offered more of a platform for growth in the region. After World War II, a different understanding of the theory emerged, which brought about the relationship between organizations and key aspects of society such as physics, mechanics as well as biological entities. It is apparent that such spheres must interact to bring an entity. Failure of one element to function is the main reason for failure within the premise.

The organizational demands presented in the research can relate to a system. The bulk of the research places much emphasis on ideology rather than practice, and this is such a crucial instance in management. Perception is different, and it is the role of the top management to work on the best approaches to create unity within the premise. The study also posts on the need to understand all the factors related to the success of the organization. In the initial stages, it is apparent that state controls are always weak in most instances, which justifies the emergence of organizational systematization.

The Implication For Further Research

Due to the existence of system theory, there exist some principles, and most of them communicate key aspects of a system. The fact that these approaches make it possible to understand various elements of an organization makes it possible to correlate and get the very best in any organization. The study is explanatory as well as interpretative in nature. That is an instance that provides some opportunities as far as further research is concerned. The main areas to build on are theory development as well as concept validation. Further research is needed to refine and elaborate on key aspects related to the novel research. The sampling approach that the research embraced is just and explores the various professions in modern society (Shenhav, 1995). Incorporation into statistical findings is necessary. It is evident that much focus was given to the analytical approaches, which are more general and fail to give the best findings useful for the research.

The research also offers a platform that makes it possible to refine and validate the findings that arose from the inductive analysis. For instance, the nature and demands in the field of engineering will make it possible to explore the evolutions in modern society to ascertain whether such demands are the same currently. That will offer room for validating the key findings and make it possible to improve key aspects related to the research. Further research will ask some questions. For instance, an understanding of the types of managers as well as the best type of manager to create success while addressing the needs of a population is such a crucial demand in contemporary society. Future research will explore such since the particular research has the best platform to foster growth and make it possible to ascertain the findings.

Studies should also be comparative, and there is the possibility of extending this particular research to get the best in the management field. The hypothesis that can be applied is the best management

style to foster career development as well as experience (Dean Jr & Bowen, 1994). The ability to conduct further research is necessary for elaborating on this aspect, and that will also make it possible to get precise information on matters related to selection as well as training. Moreover, the ability to build on historical perspectives is helpful in addressing the needs of various sectors of society, and this gives rise to better findings.

Intellectual Reflection

A system can either be open or closed. In a closed system, the aspects present in the environment are not likely to affect success within the organization. That is contrary to open systems in which various elements in the environment greatly affect the success of the organization. Conflict currently dominates key aspects of organizations, and that limits the competitive edge to a greater extent. How the issue can be addressed is an aspect to consider when fostering the growth of the organization. Change is inevitable in most organizations, and there is a need to work on the best measures to foster growth and meet the needs of stakeholders. Due to change within organizations, conflict can arise, and that is likely to disrupt key activities within the organization. According to the journal, it is possible to improve on key aspects that affect success within organizations, and such makes it possible to obtain a competitive edge. It is imperative to understand that diversity is the order of the day in most organizations. Every personality counts within the organization, and there is a need to have an understanding of the best approach to blend. The approach makes it possible for the organization to utilize the existing resources, offering scalability and effective performance.

Summary

An understanding of an organization as a holism element did not start yesterday, and the journal affirms to the aspect. Conflict will always arise, and it is imperative to understand the approach to be implemented on most occasions. Imagine an organization with different departments and managers operating independently. The success of one department does not relate to the success of the organization as a whole. It is imperative to understand how to work together to ensure the success of the whole organization. Managers must learn that the success of the organization is necessary, and that calls for interconnectivity.

References

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