

# Enhancing Organizational Design with Information Technology

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## Introduction

Organizational design is relative to the success of any organization and determines numerous factors such as operation adequacy, productivity, innovation, and the environment. Featured in the Manager's notepad 10.2, size, strategy, lifecycle, technology, human resources, and environment are the contingency factors in organizational design (Kodama, 2021). While many may argue that either human resources or strategy contingency are the most important to influence internal aspects of organizational performance, I am convinced that Information Technology is the most vital contingency. Amazon is an example of multinational retail organization leveraging IT to enhance other competencies such as size and human resources. IT is undeniably crucial in automation, HR efficiency, innovation, organizational networking framework, and predictability. Peer-reviewed literature hint at a fit between IT success, level of contingency, organizational characteristic, and potential growth.

## Application of IT in Organization Design

IT is primary to numerous organizational design features, including but not limited to automation, networking, HR efficiency and adaptability, structures, and systems set-up. In the digital era, IT is the cornerstone of an organization's networking framework. It is responsible for organizing, expanding, and connecting the business with key stakeholders by facilitating communication, marketing, and data collection (Lobach et al., 2018). Amazon employs Management Information Systems (MIS) that is elemental in collection, analysis, dissemination, and storage of organizational data while implementing management functions. Adopting technological developments in design improves HR, operation, systems, and decision-making efficiencies (Mehmood, 2021). A mismatch between external and internal technological environments would severely implicate organizational design compared to other competencies.

# Paper The Impact Of Technology On Organizational Design Operations

**Derek Salman Pugh**



## **Paper The Impact Of Technology On Organizational Design Operations:**

*Design, Operation and Evaluation of Mobile Communications* Gavriel Salvendy, June Wei, 2020-07-10 This LNCS 12216 constitutes the refereed proceedings of the First International Conference on Design Operation and Evaluation of Mobile Communications MOBILE 2020 held as part of HCI International 2020 in Copenhagen Denmark in July 2020 The conference was held virtually due to the corona pandemic The total of 1439 papers and 238 posters included in the 40 HCII 2020 proceedings volumes was carefully reviewed and selected from 6326 submissions The regular papers of Design Operation and Evaluation of Mobile Communications MOBILE 2020 presented in this volume were organized in topical section around the subject Design Operation and Evaluation of Mobile Communications

**Information Systems and Organizational Structure** Erwin Grochla, Norbert Szyperski, 2018-12-03 No detailed description available for Information Systems and Organizational Structure

Scientific and Technical Aerospace Reports, 1989 *Effect of Operational Variables on Nitrogen Transformations in Duckweed Stabilization Ponds* Julia Rosa Caicedo Bejarano, 2005-03-24 There is an urgent need to develop and improve low cost technologies for wastewater treatment Simultaneously treating wastewater and producing duckweed in a pond system is therefore an attractive solution contributing to both environmental protection and food production Duckweed has excellent qualities a high protein content a high growth rate and is an easy crop to handle The small plant turns nitrogen from wastewater into a food source This thesis reports on the effect of different operational variables like anaerobic pre treatment the combination of algae and duckweed ponds and pond depth Improved nitrogen removal was obtained through the combination of duckweed ponds with algae ponds Duckweed pond systems could be designed with shallow depth without affecting nitrogen removal efficiency This research is the result of the cooperative effort between the EIDENAR Univalle Cali Colombia and the UNESCO IHE Institute for Water Education in Delft the Netherlands

**Proceedings of Geographic Information Systems Workshop** American Society for Photogrammetry and Remote Sensing, 1986 Handbook of Organizational Design: Adapting organizations to their environments Paul C. Nystrom, William H. Starbuck, 1981 A comprehensive survey that summarizes and reinterprets current research and indicates new directions in organizational theory Analyzes the effects of environments on organizations and discusses the adaptive capabilities of organizations such as planning forecasting and innovation

**Abstracts of Papers** American Association for the Advancement of Science. National Meeting, 1989 **Handbook of Organizational Design: Remodeling organizations and their environments** Paul C. Nystrom, William H. Starbuck, 1981 A comprehensive survey that summarizes and reinterprets current research and indicates new directions in organizational theory Focuses on processes of change within organizations including control systems interdepartmental relations and job design

Management James Arthur Finch Stoner, 1978 *Organization Theory* John Harold Jackson, Cyril P. Morgan, 1978 Human Factors in Organizational Design and Management-II Human Factors Society, 1986 Concentrating on a macroergonomic systems approach to the design of

organizational and managerial systems this book also considers organizational design elements and managerial processes in the application of human factors ergonomics to the design of specific subsystems jobs and workstations Included here is a selection of papers on theory methodology research findings reviews and case studies from leading professionals throughout the world The symposium was sponsored by the International Ergonomics Association and the Human Factors Ergonomics Associations of the U S A Canada and Japan      **Management Science** ,1983 Issues for Feb 1965 Aug 1967 include Bulletin of the Institute of Management Sciences      *Best Papers Proceedings ... Annual Meeting of the Academy of Management* Academy of Management,1997      *The Management of Organization Design* Ralph H. Kilmann,Louis R. Pondy,Dennis P. Slevin,1976      Organizations by Design Mariann Jelinek,Joseph August Litterer,Raymond E. Miles,1986      **Proceedings of the IEEE 1979 National Aerospace and Electronics Conference, NAECON 1979** ,1979      *Macroergonomics* Hal W. Hendrick,Brian Kleiner,2002-04-01 This book s primary objective is to provide a comprehensive coverage of ergonomics in overall work system analysis and design It provides a summary of the historical development of macroergonomics It explains how an understanding of macroergonomics can lead to improvements in such things as reducing work related lost time accidents and describes the methods and tools used in work system analysis and design Throughout the integrating theme is that the full potential of an organization in terms of productivity safety health and Quality of Work Life QWL can t be met unless the overall work system is designed to conform with the characteristics of its technology personnel subsystem and the external environment upon which it depends for its survival and success Using a sociotechnical systems approach this text discusses the application of macroergonomics to training system development hazard management technology transfer large scale organizational change projects office and factory automation community planning and development and job design For each of these applications actual case examples will be included The book will appeal to teachers of introductory human factors ergonomics courses as a supplemental text or as the primary text for a course fully devoted to macroergonomics In addition it should also appeal to practicing ergonomists internationally as a must add to their personal professional libraries

**Applied Simulation & Modelling, ASM '87** International Association of Science and Technology for Development,1987

**The Aston Programme: Extensions and critiques** Derek Salman Pugh,1998      Compendium of Technical Papers Institute of Transportation Engineers. Meeting,1995

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