

# MPF 1433 CURRICULUM PLANNING AND MANAGEMENT

## Curriculum: Organization

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# ORGANIZATION

- An organization is a consciously coordinated social entity, with a relatively identifiable boundary that functions on a relatively continuous basis to achieve a common goal or set of goals.
  - » Stephen P. Robbins

# ORGANIZATION

- Organisasi boleh didefinisikan sebagai satu gabungan yang merangkumi manusia, alat alat, kemudahan kemudahan, bahan bahan dan lain lain. Semuanya diselaraskan dan disusun secara sistematik untuk mencapai matlamat tertentu.

» Robiah Sidin 2003

# FORMAL ORGANIZATION

- 4 types:
  - Business concerns
  - Mutual benefit
  - Service organization
  - Commonwealth organization

Blau and Scott , 1962

# Organizations Role in Society

- Organizations exist to allow accomplishment of work that could not be achieved by people alone.
- As long as the goals of an organization are appropriate, society will allow them to exist and they can contribute to society.

# Organizations and People

- Organizations are strongly influenced by the people that form part of them.
- Organizations can take in part of the personality of the people within them and their attitudes, perceptions and behaviors affect how an organization will operate.

# Organizations Require Management

- Organizations use management to accomplish the work that is required to achieve the goals.

# Organizational Environment

- The external environment is everything outside an organization that might affect it.
- The internal environment consists of conditions and forces within the organization.



# The External Environment

- The economic dimension inflation, interest rates, unemployment, and demand.
- The technological dimension
- The socio-cultural dimension, customs, mores, values, and demographic characteristics of the society
- The political-legal dimension refers to government regulation
- The international dimension refers to the extent to which an organization is involved in or affected by business in other countries

# Task Environment-The People

- Competitors
- Customers
- Suppliers
- Regulators [units in the task environment that have the potential to control, regulate, or influence an organization's policies and practices]

# The Internal Environment

- Administrators
- Teacher/Staff
- Culture/School Environment

# ORGANIZATIONAL CLIMATE

- Atmosphere, personality, tone, or ethos  
Owens, R.G.(2004)
- Climate is the descriptive beliefs and perceptions individuals hold of the organization whereas culture is the shared values, beliefs, and expectations that develop from social interactions within the organization.  
Rousseau, D. M. (1990)

# ORGANIZATIONAL CLIMATE

- “Successful school improvement can only occur when schools apply those strategies that best fit in their own context and particular developmental needs”
  - Harris, A. (2002): School Improvement.

# ORGANIZATIONAL CLIMATE

- Organizational climate and culture are keys to organizational improvement.

E.g. of dysfunctional school cultures:

Inward focus, short-term focus, low morale, fragmentation, inconsistency, emotional outbursts, and subculture values that supercede shared organizational values

Deal, T.E. & Peterson, K.D. (1994)

# ORGANIZATIONAL CLIMATE

- Four main components of organizational climate:
  - Culture
  - Ecology
  - Milieu
  - Organization or structure

# FORMAL ORGANIZATION

- Formal groups
- Informal groups



# Organizational culture

- Assumptions, values, norms, beliefs, ways of thinking, behaviour patterns, and artifacts
- The set of shared attitudes, values, goals, and practices that characterizes a company or corporation
- The integrated pattern of human knowledge, belief and behaviour that depends upon man's capacity for learning and transmitting knowledge to succeeding generations.

# ORGANIZATIONAL ECOLOGY

- Buildings and facilities, technology and pedagogical interventions

# ORGANIZATIONAL MILIEU

- Race, ethnicity, socio-economic levels, and gender or organizational members and participants, their motivation and skills, and the organization's leadership

# ORGANIZATION/STRUCTURE

- Communication and decision making patterns within the organization, the organizational hierarchy and formal structures, and the level of bureaucratization.
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# ORGANIZATION STRUCTURE

- Organization structure defines how tasks are to be allocated, who reports to whom, and the formal coordinating mechanisms and interaction patterns that will be followed.
  - Stephen P. Robbins

# BUREAUCRACY

- WHAT IS IT?