Organizational Dynamics

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Professor

Dr. Strecker

Assignment #1 – Core Essential Elements

1.Select One (1) Core Essential Element from the Syllabus Outline:

a.Create a 350-word original discussion paper (with cited sources) during the first week of the term. Post this document in DIAL.

b.Professor will check for quality of content and word-count requirements. Grade assigned will be Credit or No Credit (CR/NC).

**Course Essential Elements: Organizations Relations to Society**

Social institutions and organizations have been fundamental to society throughout history. Social institutions are social structures that organize a society, and systematic ways of supporting the various aspects of social life (Newman, 2023), such as the family, education, economics, political system, legal, and religion. Social organizations support and enforce social institutions. Social organizations are business organizations, educational institutions, families, churches, political parties, police, and military organizations, which are organized groups with structures that uphold the society's social institutions. These organizations are made up of many individuals who have a division of labor and are mainly hierarchically organized, with few in leadership and many in the bottom and middle echelon carrying out the functional work of the organization. The organizational dynamics of these organizations dictate whether these organizations function well or poorly and thus whether or not the social institutions function well or poorly for society in addition to larger social circumstances.

It is interesting how critical organizations are to society, we typically see society as functioning as an organic independent structure, but to make society function, many organizations made up of many individuals need to function in such a way that promotes the overall health of the organizations and the social institutions. It is amazing how functional societies are given the social dynamics that go into these organizations doing what they set out to do. However, we are socialized at the earliest ages and throughout our lives to reinforce these social structures and organizations, such as the family structure, youth sports, the education system, and church. We become socialized by participating in these social organizations and hence the social structures of life.

The sociologist Max Weber and later George Ritzer, warn us of the dehumanizing factors of organization bureaucracies, where these ‘organizations’ take on a life of their own and produce these hyper-rational systems that the people within the organizations are meant to serve. Ritzer in his book *The McDonalization of Society*, discusses this hyper-rational system as the irrationality of rationality where the organization's sole goal becomes measured in “efficiency, calculability, predictability, and control.” (Ritzer, 2004, p.12). These things may not be bad in and of themselves they are good for producing efficient organizations. For these organizations to support human societies, humans must guide them to serve the interests of society.

WORKS CITED

Newman, D. M. (2023). *Sociology: Exploring the Architecture of Everyday Life*. Sage Publications.

Ritzer, G. (2004). *The McDonaldization of Society*. Sage publications.