

Property Management

Student's Name

Institutional Affiliation

Date

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Different scholars have attempted to define the word organization. However, according to Louis Allen, an organization is the process of pinpointing and classifying tasks to be performed, identifying and delegating responsibility and power and formulating relationships to enable people to work effectively together in achieving the laid objectives. Therefore, most organizations have managed to ensure that the various obligations are carried out. Despite having different organizations, they all have the same characteristics, such as division of work, where the organization's total work is divided into activities and functions; hence there are departments (Oehrle et al., 2017). Co-ordination is another essential feature that integrates the various departments to ensure they harmoniously function together. All organizations work towards accomplishing a common objective, and in the process, the organization experience growth. Working as a team is essential for every organization hence a common feature us that organizations help create co-operative relationships among its members. The relationship should be both vertical and horizontal among members of the various departments. Lastly, hierarchy is another organization's feature where all the authorities and responsibilities are appropriately defined. There is always a central authority where the multiple departments report to.

Factors outside the organization that impacts or influences its operations are known as the external environment. As a result, the organization must react accordingly to ensure the flow of the activities (Higherstudy.org., 2018). The external environment is made up of micro environment which are factors that directly affect the operations of a company. Also, the macro environment consisting of general elements that an organization has no control over and the company is forced to evolve to adapt. Hong Kong managers face external for instance, changes

in trends and technology such as the widespread usage of social media platforms. To tackle this, managers ought to create a department in the company that deals with technology to update the organization regularly. Another external factor is the ever-changing customer base which may happen slowly or suddenly. To address this, the managers should differentiate their products in terms of pricing, packaging as well as introducing new products into the market. The government is continually changing its laws and policies which directly affects the businesses. One such law was when the government outlawed public smoking and this affected cigarette companies. Companies ought to be flexible in dealing with such changes issues. These external environmental changes affect the market and the economy fluctuates.

Group decision making is defined as a collective activity where several individuals interact at the same time to find out the solutions to a given problem. The decision is not attributed to a particular individual in the group (Tindale & Winget, 2019). Making a decision as a group is beneficial because the judgment is more powerful compared to when a member is left to decide. Through the processes of questioning and discussing group members are in a position to pinpoint more complete and more reliable solutions as well as recommendations. Group decision making takes into account an extensive scope of information since every member has their perspective of the situation. However, it is disadvantageous because no one is accountable for the outcomes of the decision. No one is responsible for a decision. On the other hand, individual decision making does not involve more than one person. It is a quick way of arriving at solutions because it does not entail gathering and scheduling people for a meeting; hence it is not time-consuming (Goodman & Flaxman, 2017). Here, individuals are held accountable for their decisions and the outcomes; thus, they have to ensure it is essential that they critically think

through every situation. Individual decision making may not be effective because an individual may not be in a position to consider every member's interest.

Planning is fundamental for any organization, and it involves deciding beforehand what ought to be done when it should be done, how it will be done, and eventually, the one who is going to do it (Grünig & Kuhn, 2015). It is a process that entails laying down an organization's objectives as well as developing multiple courses of action that can help accomplish the objectives. It is a blueprint on how to attain a specific goal; therefore, it is goal-oriented. The planning process calls for an organization to have the future in mind and address the situations that may arise then. It entails critical thinking and rational decision making. In specific organizations, a time frame is laid down to ensure particular objectives are attained within a specified period. However, goals and time frames create a sense of rigidity because these plans develop courses of action that they might not be able to alter in case things do not go as planned. The goals and timetables on the other hand, help employees coordinate their activities which help eliminate the unproductive work. The rigidity helps set out standards for controlling because it compares actual performance and the plan laid down.

Managers are tasked with the responsibility of ensuring organizational design. A practical design ought to incorporate various contingency factors. Organizations should include strategy because it is necessary to achieve the objectives (Van de Ven, 2013). A change in strategy calls for a change in structure. Strategies formulated depend on the organization's visions or goals. Environment is the other factor that affects the decision-making process. Unstable weather makes decision making difficult and vice versa. Organizations must be able to adjust to change and be responsive and adaptable. The organization's size which comprises the quantity of

employees, is another factor. Large companies vary in terms of structure from small ones in guidelines and principles and budgeting measures. Organizations change growing via the phases of life that are birth, youth, midlife and eventually, maturity. As the organization gets older, it becomes more established; hence there is specialization. Lastly, there is technology that is used in an organization to change resources into outputs. Technology encompasses the machinery, knowledge, work procedure and materials that are used to transform the inputs into outputs. The type of technology used is dependent on the type of organization and its production arrangement.

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