

Changing the organizational metaphor

Student Name:

Institution:

Safety issues

Safety culture involves behaviors and processes that jointly lead to safety work units and satisfactory organizational output. Safety issue for the institution is production maximization while efficiently utilizing the driving force'

Machine metaphor

All organization and management theories are based on implicit metaphor thus implying that metaphor play critical role. Metaphors are vital in highlighting particular aspects of an organization; on the other hand they limit understanding by ignoring others. By metaphors inferences are drawn, goals are set, and plans executed.

In the context of organizations as machines, entails seeing all parts perform duties jointly without rest. Each part performs its task allowing the next part do its task and so on. This metaphor is portrait when an organization is perceived like a machine. Employees performing tasks assigned to them diligently therefore allowing the next individual to carry on the work. A machine has a timing system and organizations frequently tend to imitate this kind of timing at work (Morgan, p. 13)

Machines are automated to perform tasks within specific parameters; however, employees are given special training to perform the job given to them. Organizations under machine metaphor have become more efficient offering managers the guarantee of control over people. This has, however, caused the cost of production to go down (Morgan, p. 31). The metaphor entails centralized structure with top-down discipline and excessive rules with the aim of supporting operations.

New metaphor

Weber (quoted by Morgan) found mechanistic organization that focus on reliability, speed, precision, clarity and efficiency through hierarchical supervision. In the metaphor people are devices in big machine (Morgan, p. 17). These organizations lack dynamism to respond to disruptive technologies therefore not designed for innovation. It however, gives opportunity for continuous improvement, job rotation, improve flexibility to respond to market shift, and retain of qualified staff (Morgan, p. 29).

Reference

Morgan, G. (2006). Images of Organization, London: Sage Publications.

