



# THE DIFFERENT INTELLECTUAL TRENDS IN STUDYING THE THEORY OF ORGANIZATION AND THEIR ROLE IN THE THEORETICAL ROOTING OF THIS SPECIALIZATION

**Researcher: Khetam Dekhen Hamzah**

Department of physical education and sports science, College of Education for Girls, University of Al-Qadisiyah, Iraq  
[Khatam.hamzh@qu.edu.iq](mailto:Khatam.hamzh@qu.edu.iq)

<b>Article history:</b>		<b>Abstract:</b>
<b>Received:</b>	March 6 <sup>th</sup> 2022	Through research, the researcher concluded that the business organization is one of the entities that were formed in order to carry out a commercial project. In this case, the business of the organization is governed by law systems such as contracts and property rights. These organizations usually take one of the following forms: sole proprietorship, partnerships, and limited liability companies, and through the research, it is clear that the theory of the organization is considered as a good principle and preserver of the organization's position among the organizations and to maintain its position and position, in addition to the fact that the theory of the organization is the safe haven for the organization to maintain its work and activity, so the researcher presented in this research to address the issue of the theory of the organization, its concept, and its types, the information was presented in a simple way for the reader to enter it.
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## **Keywords:**

### **FIRST: INTRODUCTION**

It can be said that the organization is systems that require, in order to keep existing, the existence of inputs and outputs, and these inputs need a certain process in order to become useful and beneficial. This process represents transformative processes to come up certain results. These organizations must have sub-systems that interact with each other in order to constitute an integrated whole, and they can be considered as a single body, meaning that any defect in any part, will be followed by a defect in the rest of the parts. Therefore, there must be integration in duties, and interaction between the different departments. This interaction must be positive, not a normal interaction, in order to result in fruitful work. Moreover, the interaction should take place with the surrounding environment of the institution, and not only an internal interaction. Also, the organization must employ the resources that it uses during its production processes in order to maintain its position in the market. However, a good organization is the one that seeks to satisfy the requests of the parties or existing parties that rely on it in its requests. So it can be said that studying the theory of the organization is a necessary approach for researchers in the field of business administration. Therefore, the researcher dealt with this subject in a systematic way, and thus came up with results that could be in the interest of researchers and workers in this field.

### **Second: The problem of research**

In the presence of great competition in the domain of organizations, there must be a great development in management systems, and in the way, institutions are managed. Therefore, the topic of organization theory is considered as one of the sites that are worthy of research because it greatly affects organizations, as it is concerned with explaining and clarifying the internal and external dealings of the institution. However, the researcher addresses the following problem:

**What are organizations, and what are the theoretical foundations for studying the organization theory?**

### **Third: Research significance**

The importance of the research stems from the following points:

1. The subject of organization theory is one of the important topics in the field of management.
2. The theory of the organization is considered a foundation for knowing the behavior within the organization.
3. If generalized, these researches can contribute to the development of institutional work in general.
4. The research can be an introduction to subsequent researches in the same field.

**Fourth: Research objectives:** The research seeks to achieve many goals, which are:

1. Increase knowledge in the field of organization theory.



2. Providing an integrated vision on the subject of organization theory.
3. Clarify the concept and types of organizations
4. Provide a comprehensive view of organization theory
5. Explanation of the entrances to the study of organization theory

### **Theoretical framework of the research**

#### **First: Concept and type of the organizations**

The eighteenth and nineteenth centuries were the source from which the theory of the organization emerged, and it began with the industrial revolution in that period, which can be considered the main inspiration for it, and for its theorists. Professional, and in that period, it had a serious and organized orientation, and it had its own laws, and after the end of the Second World War, there was interference from both presidents and state leaders to develop this field, such as Taylor and Fayol. Its academic studies conducted in huge institutions and factories<sup>1</sup>.

After this development, many theoretical schools emerged that interpreted the theory of the organization, and among these schools were the classical school and the school of human relations, as well as many schools that served as an integrated scientific methodological approach around which theorists and researchers from all scientific disciplines and the specializations of humanities, social sciences and psychology gathered<sup>2</sup>.

Anyone who closely follows the subject of the development of organization theories can notice the presence of many classifications that surrounded him. He can notice 3 basic classifications, which are the school of human relations, the modern school, the classical school, and the first school - modern - whose theoretical concepts were derived from other schools.

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<sup>1</sup> Hatch, M.J. & Cunliffe, A.L. (2013), *Organization Theory Modern, symbolic and postmodern perspectives* (3rd edition), Oxford University Press.

<sup>2</sup> Lægaard, J., (2006), *Organizational Theory*, Mille Bindslev & Ventus Publishing ApS & bookboon.com.

There was another China that was officially adopted, and this classification focuses on the direction of each current, for example there is the management trend, and there is the rational trend, and this current combines the classic and the neoclassical, and there is the sociological trend that includes the bureaucratic theory of its theorist Max Weber, and in the end was the trend Which is called the humanistic psychological and is illustrated through the school of human relations<sup>3</sup>.

An entity made up of a group of individuals working collectively and organized to achieve a common purpose, is called an organization. This entity may consist of one or more people who come together to achieve a specific purpose. The organization is the backbone of management, as its absence indicates the absence of the ability of the management to perform its tasks easily, while its presence helps to combine the various management activities in its commercial activities in order to achieve its goals set earlier, as it serves as a structural framework for the duties and responsibilities of employees in Their various functions, and the organization may be in the form of a company, government, agency, commercial credit, real estate, partnership, association, or any two or more persons who have a common interest or any other legal or commercial entity, the organization comes in many forms.

The business organization is one of the entities that were formed in order to carry out a commercial project. In this case, the business of the organization is governed by law systems such as contracts and property rights. These organizations usually take one of the following forms: sole proprietorship, partnerships, and limited liability companies<sup>4</sup>.

#### **Second: Type of organizations**

Business organizations are considered one of the most important types of organizations because of their great role in producing products, distributing them and creating value from them, in addition to the best investment of resources to satisfy the needs of different people and societies, in addition to dealing with the opportunities and problems that cause the establishment of a developed country. There are many

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<sup>3</sup> Mary, Jo Hatch, (1997), *Theories des Organizations*, DeBoeck Universites, Paris.

<sup>4</sup> Pugh, D. and Hickson, D.J., (2007), *Writers on Organizations*, 6th edition, Sage Publications.



organizations that should be referred to very carefully, including<sup>5</sup>:

1. International Organizations: International organizations are considered international when their ownership does not belong to a state, but rather aims to achieve international goals that aim at international reconciliation in general.
2. Governmental organizations: which are considered organizations owned by a state, and they also aim to achieve services that benefit the same state as they are owned, and thus seek to achieve the interest of the state.
3. Public organizations: these are the organizations that the state establishes in order not to limit the resources in the state to the hands of a few merchants.
4. Non-profit organizations: These organizations are established by workers in public affairs and civil society, and their objectives are diverse.
5. Organizations that are created to serve a specific group of society and these groups are often the groups that have been created.

#### **Difficulties standing in the way of business organizations:**

The development that is taking place in organizations has led to the existence of two trends<sup>6</sup>. The first is the developments that have occurred in the public and private business environment and its various factors, since the early forties of the previous century, and this has continued until the present time, while the second trend is represented by the internal developments and movements that formed the organization. These two trends played a major role in creating new challenges facing organizations at the present time.

Thus, it can be said that the challenges surrounding the organization can be divided into external challenges and internal challenges:

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<sup>5</sup> ROJOT, Jacques, (2003), *Theories des Organizations*, Editions Eska, Paris, France

<sup>6</sup> Xie, Willie, (2019), *The challenges faced by General Motors and the reason for the closure of its plants*, Harvard Business Review, Boston, United States of America.

#### **1. External Challenges:**

These challenges are considered as external challenges that surround the institution, and also include these environmental challenges with all its components, factors, and characteristics that directly and indirectly affect the work of organizations, and among these challenges facing organizations, for example, the increase in categories of stakeholders directly and indirectly related. Within the framework of this increase, the multiplicity of these groups, the breadth of their role, their influence, their demands, and the diversity of mechanisms and tools that put pressure on the existence and continuity of the organization.

There is also an expansion in the area of competition, as competition is no longer based on traditional foundations, but is more suitable with a strategic meaning, and another with a participatory and cooperative dimension among the organizations that compete with each other, in addition to the fact that competition may be of an aggressive nature that has the nature of strong and great competition. The environment has become global with great limits. There are no longer protection barriers for national and regional organizations with regard to their resources as a source of their energy and strength. Rather, their possession of these resources has become a source of threat and danger to the survival and continuity of organizations<sup>7</sup>.

The lack of tangible and intangible resources and the expansion of the role of the latter, and here business organizations face great challenges in order to obtain the necessary resources for their work in quantity and type, in terms of timing and cost, and the scarcity of resources was one of the main reasons for the emergence of the idea of strategic partnership between giant organizations and even superior ones, In addition to the fact that the role of tangible resources has become very important, knowledge of all kinds is an intangible resource that poses a great challenge to business organizations, so the organization should maintain its good relations with the incubators of knowledge production, generation and distribution to achieve desirable and targeted results.

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<sup>7</sup> Al-Shama`a, Khelil Muhammed Hassaf and Hammoud, Khudair Kazem (2117), *Theory of Organization*, Darthe march, buttock.



The expansion of the area of value and moral awareness as a result of the increased contribution of international civil society organizations that adopt programs with multiple purposes and goals, has also led to an important change in the level of thinking and perception of customers, and this has generated great difficulties in gaining the trust, loyalty, commitment and sincerity of customers due to the diversity of values and the difference in interpretation. What is ethical and immoral according to societies, so that organizations' thinking about moral and social responsibility has become a fundamental challenge facing their management constantly and escalating<sup>8</sup>.

## 2. Internal challenges

This group includes a package of challenges related to the internal environment of the organization, which comes as a translation of the developments and internal movement in its components and operations. The most prominent of these challenges can be referred to as follows:

- Focusing on the real value of the results in the form of performance targets that reflect the state of real success and superiority, and not just outputs of little or no value.
- The increasing role of the human resource in knowledge, and this was reflected in the radical changes in the organization's structure, its method of work and the way it dealt with various resources, especially human resources.
- The challenge of managing diversity within the organization. Diversity comes from many sources, perhaps the difference in the organization's leadership philosophy, the workers' perspective, the increase in specializations, the geographical spread of the organization, and the diversity of employees' culture and values, for example.
- The challenge of increasing dealing with information technology and knowledge, despite the increasing tendency of organizations towards owning advanced technology, the methods of developing decisions, developing plans and solving problems remain in accordance with an approach that is not consistent with this

<sup>8</sup> Al-Qaryouti, Muhammad Qassem, (2008), *Organization Theory and Organization*, Wael Publishing House, edition the third, Afaf, buttocks.

density of technology ownership, as this leads to an increase in the costs of completing transactions without return of value to the organization<sup>9</sup>.

- The challenge of organizational flexibility, as it has become urgently required due to the speed of internal and external changes, in other words, organizations need an open and conscious managerial mind and be able to absorb those changes.
- The challenge of building an ethical climate in which the values of justice, integrity, trust and transparency prevail at work.
- The challenge of building an ethical climate in which the values of justice, integrity, trust and transparency prevail at work.

## Third: Main trends in studying the organization theory

The successive historical approach:

This entry focuses on the development of the intellectual contributions of the pioneers of organization and management in the study of the organization in an attempt to find a variety of division in a historical framework that researchers and scholars are accustomed to. Division of labour, hierarchy and functional processes, structure, and scope of control, as the main pillars of the theory are economics and engineering, and its most important pioneers are Taylor, Money and Riley Weber.

In the following period, the behavioral school emerged, whose most important concepts were theories of motivation, communication, theories of leadership, group movement, and human relations. the theory<sup>10</sup>.

After that, systems theory appeared, and the historical period in which this theory appeared was 1961 and 1976, and among the most important concepts that

<sup>9</sup> Nima Abbas Al-Khafaji, Tayer Muhammad Al-Ghambi, (2018), *Organization Theory: An Introduction*

Design, Al-Yazuri group for publication and distribution, Al-Arf.

<sup>10</sup> Haddad, Lahassan, (2018), What happens if you try to apply horizontal management in your organization? *Harvard Business Review*, Boston, United States of America.



dominated this theory were quantitative methods, totalitarianism, closed system versus open system, total approach, and functional approach, and this theory relied on Basic foundations, namely mathematics, engineering and computer science, and one of the most important pioneers of it was von Bertalanffy.

Then there was the emergence of the situational theory between 1960 and 1991, and one of the most important basic concepts of the theory were open systems, and an introduction based on the study of situation factors, dynamic relationships, and among the most important sciences on which this study was based are social science, management, leadership studies, and Industrial engineering sciences<sup>11</sup>.

**Strategic entry:**

This approach studies the organization as a strategic system, where attention is paid to the strategic role of the senior management team, as well as a study of the effectiveness of a strategic framework. The most important theoretical foundations invite those interested to study the impact of many strategic factors on the design, structure, methods of work and leadership of the organization, and among those factors, for example, strategic choice, strategic strength, strategic alliances, and strategic objectives, and these factors were subjected by pioneers of this entry to study and scrutiny in terms of its relationship and impact on the design, structure, and performance of the organization.

**Environmental entry:**

This entry is concerned with the study of the vocabulary of organization theory in its relationship with public and private environmental data, and the impact of the environment, its movement and complexity on the frameworks of organizational design, the dimensions and characteristics of the structure, and the level of change and organizational development in them.

**Integrated entry:**

Within the framework of this approach, the components of the organization, its theories and models are examined from a holistic perspective with the aim of achieving knowledge integration in the study of those components. This entry includes the

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<sup>11</sup> Hatch, M.J. & Cunliffe, A.L., (2013), *Organization Theory Modern, symbolic and postmodern perspectives*, 3rd edition, Oxford University Press.

interest of the organization's diverse scholars in building the organization and explaining the reasons for its success, and includes within this approach windows of contemporary thinking such as the cultural approach that is concerned with value building and specific principles of the organization's behavior and operations<sup>12</sup>.

**CONCLUSION**

Through the research, it is clear that the theory of the organization is considered as a good principle and preserver of the organization's position among the organizations and to maintain its position and position, in addition to the fact that the theory of the organization is the safe haven for the organization to maintain its work and activity, so the researcher presented in this research to address the issue of the theory of the organization, its concept, and its types, the information was presented in a simple way for the reader to enter it.

**RECOMMENDATIONS:**

After the research, the researcher found that there are many recommendations that each student should take into consideration, which are:

- 1) Dissemination of research results in a way that includes all members of society.
- 2) More focus should be given to research that deals with the subject of organization theory.
- 3) There should be training courses for workers in the field of management so that they are familiar with the details of the theory of the organization.
- 4) Work on developing the principles and foundations that define the theory of the organization, in line with the requirements of the current era.
- 5) There should be a focus on case studies in our Arab societies and not strange models so that the results are appropriate to our situation and not imported models.

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