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Exploring the Meaning of an “Organization”: A Literature Review and Future Research Directions

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The meaning of an "organization" and its goals are not well intellectualized and many definitions and multiple meanings exists. The two most common fields in business education are management sciences and business administration. When it comes to decision-making and problem-solving, management science and business administration focus on any type of "organization." When business programs first begin, students have very little understanding of the definition, purpose, and elements of an "organization." The aim of this study research is to compile definitions and ideas pertaining to an "organization" for the benefit of students and other individuals who are interested. We completed the literature review using terms like "organization meaning," "organizational structure," "history of an organization," and "concepts of an organization," we searched published works and articles using Google Scholar. We explore the concepts of "organization is like a system," "human-made entities," "a group of people," "unifying framework," "integrated efforts" and "social entity" in relation to organizations. The findings are valuable for the students of management sciences and business administration disciplines. We suggested that future research concentrate on "green organization", "modern organization" "information-based organization" and "knowledgeable organization".

Keywords: Organization, organizational structure, history of an organization, concept of an organization

Introduction

Business administration and management sciences are the most popular fields in business education. Management science and business administration study how to make decisions and solve problems in any kind of "organization." We make both operational and strategic business decisions using scientific methods. Corporate, start-up, and entrepreneurial activity management are the main focuses of the management sciences. The process of assessing issues within an "organization" and developing solutions that optimize effectiveness while accurately allocating resources is the essence of management. The concept of "organization" is more crucial since

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decision-making and company operations are impossible without a formal organizational structure. The objective of this study aimed to gather previously published data on "organization" for management students.

An "organization": what is it? Various definitions of an organization have been found in earlier research. "Organization can be defined as a social entity, where people are systematically structured and managed to meet a set target on an endless basis" (Osife, 2012). An organization is a process for reaching a purposeful goal (Edgin, 2009). Since humans are social creatures, they typically work together in dependent relationships to accomplish shared goals. In order to simplify the fulfilment of objectives or goals, organization is related to building a framework where the entire task is separated into manageable components (Global Innovative, 2023). "A group of people who work together, such as a corporation, charity, union, or neighborhood association, is called an organization." (Vocabulary.com, 2023).

A formal "organization" is necessary for the operation of any firm. According to Sharma (2023), "organization" plays a crucial role in fostering coordination across the many departments within the organization. These concepts regarding an "organizations" are significant. So, in order to comprehend the idea of a formal "organization," we carried out this research study. The "organization" and its goals are not well conceptualized (Williams, 2019; Mañas-Viniegra et al., 2020). There are a number of possible interpretations (Van Ingen, 2019) as well as multiple meanings (Hirsch & Levin, 1999). We reviewed the literature and provided knowledge to management science and business administration students.

Literature Review

The two most common fields in business education are management sciences and business administration. When it comes to decision-making and problem-solving, management science and business administration focus on of "organization." The essence of management is the process of identifying problems inside an "organization" and creating solutions that maximize effectiveness while precisely allocating resources. Since decision-making and business operations are impossible without a formal organizational structure, the concept of "organization" is even more important.

The corporate structures are always evolving, it is more crucial than ever to grasp the concept of an "organization" in order to comprehend how decisions are made, who has power, where authority is located, and the complexity. According to Edgin (2009), an organization is a method for achieving a specific objective. Humans are social animals, thus they usually collaborate in reliant partnerships to achieve common objectives. Organization is related to

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creating a framework where the entire process is divided into manageable components in order to ease the achievement of objectives or goals (Global Innovative, 2023). "A group of people who work together, such as a corporation, charity, union, or neighborhood association, is called an organization" (Vocabulary.com, 2023).

According to Keka (2023), an organization is a body created for a group of people who come together to work towards certain shared goals and objectives within the boundaries of legal entities. "Businesses can improve and increase the efficiency of their operations with the aid of organizations. A hierarchy can benefit groups and organizations in a variety of ways, including facilitating specialization and simplifying administrative duties. Gaining an understanding of this structure's significance and advantages helps raise a business's profitability and productivity. Organizations are designed to maximize resource utilization, enhance company stability, encourage individual specialization, promote growth and development, and uphold a sense of culture (Keka, 2023).

An "organization" is a process. In Louise's (2023) definition of an "organization," for instance, "organization" is the process of defining and allocating responsibility and authority, identifying and grouping work to be performed, and building relationships in order to enable people to work most effectively together in accomplishing objectives." The purpose of this study was to gather definitions and ideas related to an "organization" for management science and business administration students. Why "organization" is necessary, too. All the parts will stay disoriented and uninterested in the absence of a formal "organization."

Research Methodology

We compiled the definitions of "organization," through the literature review. Using terms like "organization," "organizational structure," "history of an organization," and "concepts of an organization," we searched published works and articles using Google Scholar. A literature review's objective is to gather timely, pertinent research on the subject of your choice and combine it into a coherent summary of the body of knowledge already known in the area. This method has been employed and supported by earlier studies as well (Brown, 2016; Stebbins, 2011; Koseoglu & Bozkurt, 2018; Dash, 2019; House, 2018; Soufan et al., 2022). We had a strong basis of understanding in the field and a good sense of the direction that any future study should go when we finished the literature review process. The results of the review were sent to us. evaluation of the level of research that is being done on a subject, recognizing the professionals on a given subject, defining the main issues in a subject that require more study,

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the University of North Florida's (2023) explanation of the approaches employed in earlier research on the same or related subjects.

The study "Literature review as a research methodology: An overview and guidelines" by Snyder (2019) came to the conclusion that literature reviews are crucial since they serve as a basis for all kinds of research. They can give evidence of an effect, establish guidelines for policy and practice, form the basis for knowledge development, and, with careful execution, have the power to inspire new ideas and directions for a certain field. According to Akhtar (2023), conducting a literature review is crucial for gaining a deeper understanding of the body of knowledge already available on a certain subject. The literature review design help researchers to determine the research gaps.

Findings and Discussion

The aim of this research was to compile the definitions and ideas pertaining to an "organization" for students studying business administration and management science. Why "organization" is also essential. Without a formal "organization," every component will continue to be confused and uninterested. An "organization" is a process. For example, Louise (2023) defines an "organization" as the process of defining and assigning authority and responsibility, classifying and identifying work that needs to be done, and fostering relationships so that individuals can collaborate most effectively to achieve goals." We collect the following more definitions from the literature.

“Organization can be defined as a social entity, where people are systematically structured and managed to meet a set target on an endless basis” (Osife, 2012).

"A group of people who work together, such as a corporation, charity, union, or neighborhood association, is called an organization" (Vocabulary.com, 2023).

“A formal Organization implement programs that involve comprehensive and rational planning” (Bittner, 1965). Planning is an important aspect of success. Early in the evolution of organizational concepts, Bittner (1965) noted that planning is a crucial element in the corporate operation process. Goals, objectives, and targets are created throughout the planning phase, and strategies are then formulated to meet these targets, goals, and objectives. Planning is crucial for large, sophisticated firms as well as small and medium-sized businesses. Planning also establishes the benchmarks for performance evaluation. Without these guidelines, managers wouldn't be able to step in and help things along, which would put the aim in jeopardy (Ring Central Team, 2023).

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“A unifying framework for thinking about processes — or sequences of tasks and activities — that provides an integrated, dynamic picture of organizations and managerial behavior” (Garvin, 1998).

"In the face of complexity and multiple competing demands, organizations simply can't handle decision-making in a totally rational way. Not surprisingly, then, a single blunt instrument like structure is unlikely to prove the master tool that can change organizations with best effect" (Robert et al., 1980). They further stated while structure is crucial, we argue that it is not the only factor in productive organization change. Though strategy is important as well, it is not as straightforward as the relationship between strategy and structure. We contend that the link between structure, strategy, systems, style, skills, staff and what we refer to as superordinate goals is actually what drives effective organizational change. “We are moving towards an information-based organization, the organization of knowledge specialist” (Drucker, 1988).

“An organization is any group of persons with a common objective. Simply put, two or more people may band together to form an organization because they determine that working together is a more effective means for creating value than if each of them continued to work separately.” (Gutterman, 2023).

When people collaborate to achieve a common objective or end state, organization occurs. It always requires concerted effort, whether it is through planned activities, impromptu improvisation, or some combination of the two. “Organizations are human-made entities. There are for-profit and nonprofit organizations, global and small locally held organizations, organizations having multiple purposes, and organizations producing a mind-boggling range of goods or services. As human-made entities, organizations engage all kinds of human beings. No wonder organizations and the functioning of human beings in relation to organizations are of such great interest to so many fields of applied endeavor.” (Swanson & Holton, 2009).

“A system, which includes employers and employees aiming at achieving common objectives” (Holban et al., 2021). Using expert interviews, Van Ingen et al. (2021) developed a conceptual model for their study, "exploring the meaning of organizational purpose at a new dawn." In order to promote well-being, they saw organizations as an integral part of society that might help it grow by meeting basic human wants or more general concerns. Human needs, they clarified, are a wide notion that vary depending on the circumstances and may be viewed through the perspectives of several stakeholders, including people, society, the environment, and the economy.

Conclusion

The aim of this study was to collect definitions and concepts related to "organization" for business administration and management science students. The reason "organization" is equally crucial. In the absence of a proper organization, each component will stay disoriented and

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indifferent. Establishing and allocating power and responsibility, categorizing and outlining tasks that must be completed, and cultivating connections are all parts of an organization's process of enabling people to work together most productively to accomplish objectives. An organization is a social institution in which individuals are constantly managed and structured in a methodical way to achieve predetermined goals. An organization is a collection of individuals who work together. Examples of organizations include corporations, charities, unions, and neighborhood associations. Programmes including thorough and well-thought-out planning are implemented by formal organizations.

We are heading towards the organization of knowledge specialists, an information-based organization. Any collection of people working towards a common goal is an organization. Put simply, when two or more people decide that working together is a better way to create value than if they each remained to work alone, they may decide to form an organization.

Organization happens when individuals work together to accomplish a shared goal or goal state. Whether it is through scheduled exercises, spontaneous invention, or a mix of the two, it always takes focused effort. Organizations are created by humans. There are multiple-purpose organizations, charity and for-profit organizations, international and tiny locally held organizations, and organizations generating an astounding array of goods and services. Organizations interact with all types of people since they are human-made entities. It makes sense that so many applied endeavor domains are highly interested in organizations and how people interact with them. A system where employers and employees work together to accomplish shared goals.

The study "exploring the meaning of organizational purpose at a new dawn: the development of a conceptual model through expert interviews" (Van Ingen et al., 2021). They viewed organizations as components of society that, by meeting basic human needs or more general demands to promote wellbeing, can benefit and progress society. They clarified that the concept of human needs is wide, context-specific, and amenable to analysis through the lenses of several stakeholders, including society, the environment, the economy, and the populace.

Future Research Directions

We explore and compile the definitions of "organization" that have been offered by various researchers and professionals. We suggested that future research concentrate on "green organization" or "modern organization."

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