

Modeling Management Strategy Impacts on the Organization Effectiveness and on Social System

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Abstract

The objective of this research is to create a model for exploring practices and management interventions that can concurrently influence an organizational effectiveness, the quality of its culture and employee health. These three dimensions collectively determine, to some degree, an organization's long-term sustainability. A qualitative dynamic modeling representation is used to capture the interrelationships among these three dimensions and to explore key feedback structures discussed in the literature and which may exist within an organization. The modeling indicated linkages among the three dimensions and many others, and their potential for effecting organizational change. Dynamic hypotheses were formulated based on literature from the fields of management, engineering, social systems and organizational psychology. A field study of an actual organization confirmed these hypotheses and indicated greater dynamic complexity than what may be inferred from the literature.

Keywords

System thinking, Quality culture, Employee health, Organizational health and effectiveness, social systems

Biography

Rina Sadia is currently a fulltime lecturer in Shenkar College of Engineering and Design in Israel. She was also a lecture at Ariel University in Israel. She earned her B.Sc. in Industrial and Management Engineering from Ben-Gurion University in Israel and her M.Sc. and PhD from Virginia Polytechnic Institute and State University. Her areas of interest include system dynamics, applied statistics, and statistical processes control.