1.	Record Nr.	UNINA9910647236603321
	Autore	Cunha Miguel Pina e
	Titolo	Elgar introduction to designing organizations / / Miguel Pina e Cunha [and three others]
	Pubbl/distr/stampa	Northampton : , : Edward Elgar Publishing, , 2022
	ISBN	1-80392-219-2
	Descrizione fisica	1 online resource (182 pages)
	Collana	Elgar introductions to management and organization theory
	Disciplina	658.406
	Soggetti	Organizational change Business planning Organization
	Lingua di pubblicazione	Inglese
	Formato	Materiale a stampa
	Livello bibliografico	Monografia
	Nota di bibliografia	Includes bibliographical references (pages 140-166) and index.
	Nota di contenuto	Front Matter -- Copyright -- Contents -- Figures -- Tables -- About the authors -- Acknowledgements -- 1. Introduction to the Elgar Introduction to Designing Organizations -- 2. The fundamentals of organizational design -- 3. Organization design and change -- 4. The traditional organization: hierarchy meets bureaucracy -- 5. Less hierarchical organizations: the fall of the traditional pillars (part I: hierarchy) -- 6. The agile organization: the fall of the traditional pillars (part II: task design and allocation) -- 7. Final reflections: patterns, principles and practices -- References -- Index.
	Sommario/riassunto	"Presenting the emergence of new organizational designs in a novel way, this insightful book blends theory and practice to examine major trends and directions, the key ideas that underpin organizational design and how these ideas might be applied. The authors explore how, in a world characterized by relentless change and volatility, traditional bureaucracies of the past are increasingly regarded as being too slow and centralized. Instead, emerging ideas, such as platforms, ecosystems, holacracies, agility and improvisation are gaining purchase. Focusing on key trends and forms of design, the book offers an approach to organizing that accommodates paradoxes and offers a fresh view on managing organizational design. Rich in anecdotes and examples, the Elgar Introduction to Designing Organizations will be a

useful guide for business and management scholars and advanced students with a focus on organizational studies and innovation. It will be beneficial for business managers thinking about how to design their organization so that it is fit for contemporary purposes"--