

Human Resources Management

Decision – Making Processes in
Administrative Organization

Decision – Making Processes in Administrative Organization I.

- Preliminary distinctions:
- Distinctions of Facts and Values
- Distinctions in sources of Efficiency and Inefficiency
 - Specialization
 - Determinate hierarchy (unity of command)
 - Formal and Informal relations
 - Input and output control

Distinctions of Facts and Values

- ***Distinction between factual and ethical meaning***
 - **Example I.** (what I did x was it bad or good – was it well done or not really well done)
 - Almost we all live in two worlds – facts and values and we act in accordance with facts and also values (not just facts)
 - The targets of every Organization are based in world: what we want! and this world is value based world

How can we see values

- We have some ways how to see values
 - Reason
 - Feelings (emotions)
 - Codes (what is right and wrong in a society, company, family)
 - The facts are objective the values not!

Decision – Making Processes in Administrative Organization II.

- ***Organization chart***
 - Black peak – professional targets, personal targets
 - Blue middle – professional targets, personal targets
 - Red base – professional targets, personal targets
 - Our question: what they like to have?

Decision – Making Processes in Administrative Organization II.

- Efficiency and Inefficiency
 - why Bureaucracy is ineffective
 - feed back
 - sheme of Interests
 - specialization
 - rules of organization
 - input and output control