



IS STRATEGY ,MANAGEMENT

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Impact of IS on organizational

- IT can add business value to an organization.
- user satisfaction caused by functionality, usability, information structure etc. affects the quality, efficiency and innovations of IT.
- organizational structure has a defining role on how information flows within an organization and, as a consequence, how well processes are performed and resources are spent.

Impact of IS on organizational

- how strategies and structures influence the groups and how behavior of groups of people in them.
- Benefits related to resources of the business:
 1. flexibility.
 2. efficiency.
 3. effectiveness.
 4. integration and coordination.
 5. improved decision making.
 6. improved organizational culture.

Impact of IS on organizational

- Flexibility relates to organizational ability to adjust to the external factors.
- Efficiency relates to that the organization is doing the right things.
- effectiveness is a measure of doing these things right. Integration and coordination is a measure of internal synchronization of the organization
- decision making concerns the support and process of decision making.
- Organizational culture is the least clearly defined business value could include lower employer turnaround, lower sick leave etc

Design of positions

the design of positions within an organization determines

1. the level of specialization of work tasks.
2. the formalization of behavior.
3. the training and indoctrination of workers.

Organizational theory

- Our focus here is on the internal factors,
- those factors that can be consciously affected by management decisions.
- presents design areas.
- (i) design of positions.
- (ii) design of superstructure.
- (iii) design of lateral linkages.

Since the areas are applicable for all organizations.

Design of positions

- Work can be specialized both horizontally and vertically. Horizontal specialization is used to increase productivity by streamlining work tasks and lowering switching costs between different tasks.
- Vertical specialization, on the other hand, is defined as separating “the performance of the work from the administration of it”

Design of superstructure

- the superstructure of an organization describes the highest level of its organization and the grouping and size of the constituent units.

Two major types of organizational grouping can be distinguished;

(i) grouping by function.

- (ii) market based grouping.

Design of lateral linkages

- Two sorts of lateral linkages within an organization are :
- i) liaison devices
- (ii) planning and control systems
- are common in modern organizational structures. Their basic rationale is the coordination of complex, interdependent activities.

Influence of IS

- IS can complement and support the organization, IS systems that enable communication (vertically and horizontally) between organizational units, and systems that control the processes; either completely (through automation) or partially (through directing the work flow).