

Integrating Organization Theory: A Realistic Theory of Leadership Practice

MPA 8002

The Structure and Theory of Human
Organization

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Since the time of Francis Bacon (1561-1626)...

- an “organization” has been viewed as an achievement, a product of experimentation...
 - ...as people hypothesize about what constitutes “best practice”
 - ...and devote themselves to improving organizational functioning

Organization is viewed as a product of an objective, scientific method...

- where humans control conditions in order to reproduce existing knowledge and reduce anomalies
- with the goal of increasing productivity
 - ...by moving from defective forms of knowledge to more accurate forms
 - ...by working within and replicating a tradition (i.e., *functional theory*)