Designing Effective Organizations: The Sociotechnical Systems Perspective (Wiley Series on Organizational Assessment and Change)

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Many organizational designs are possible, and some are better than others. An effective organization produces excellent results by any standard measure while enhancing the energy and commitment of its members. In the past 40 years, sociotechnical organizational development has proven more successful than any other system in improving bottom-line organizational effectiveness while also paying attention to human values. This book brings together information found scattered throughout the literature and in unpublished documents. Presenting a coherent, jargon-free account of successful sociotechnical design of organizations, it addresses the often difficult prospect of organizational change and presents numerous real-life examples.

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