

## MEMO

To: Dr. Warner

From: Nasheedah Singleton (NS)

Date: September 24, 2022

Re: Module 2 Reaction

In Module 2 it speaks of a historical review of the processes and procedures of organizations and how these organizations (public or private) keep their employees motivated for organizational success. If countless efforts by many theorists including, Frederick Taylor who asserted that the role of management was to gather information on work processes, and to derive rules and guidelines to carry out the procedures in the most effective way possible, or Max Weber who speaks of bureaucracy as an ideal construct and his analysis of complex organizations, and even the development of principles by the Administrative Management School which gives clear guides to managers in functions such as planning, organizing, supervising, controlling and delegating authority aimed at effectiveness, (Rainey, 2021 p.17,18,19,20) why aren't these organizations following them, and when are they going to be held accountable for disregarding these principles?

### **The systems Metaphor:**

The systems metaphor explains a system as an ongoing process that transforms inputs into outputs, and that various systems have much in common (Rainey 2021, p. 16). We have closed and open systems and when you're dealing with people, people are most likely open to respond consistently to environmental changes by adapting to unknown processes. In other words, people are most likely going to do what's expected of them. Employees are going to carry out their duties, in hopes to be compensated, respected, and treated fairly by their managers and by their employers.

Based on my experience, I have worked for public and private employers who deliberately did not follow these guidelines. I have witnessed on countless occasions, a public employer who blatantly discriminated against minorities, specifically speaking of unfair disciplinary practices, and I also worked for a private employer who willfully disregarded the safety of their employees and who knowingly exposed their people to hazardous working conditions by placing them in life-or-death situations such as, live construction sites with poor lighting, and below freezing conditions without proper weather gear. I would like to note that, each time that I made a stand and spoke up for the people within the scope of my duties, I was either terminated or demoted, but these organizations, especially in the governmental context somehow escaped accountability.

With the development of principles by the Administrative Management School which gives clear guides to managers in functions such as planning, organizing, supervising, controlling and delegating authority aimed at effectiveness, why aren't these

organizations following these guidelines, and when are they going to be held accountable for disregarding these principles? The time is now!

Reference: Rainey, H., Fernandez, S., Malatesta, D. (2021). *Understanding and Managing Public Organizations* 6<sup>th</sup> Edition. John Wiley & Sons, Inc.