



Decisions And Organizations

**Marcia W. Blenko, Michael C.
Mankins, Paul Rogers**



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Decisions and Organizations James G. March, 1988-01-01 For over 30 years James March has provided perhaps the most profound sustained and innovative contribution to the field of organizational theory His work on the nature and process of decision making in organizations has come to dominate contemporary understanding of not only this issue but the workings of organizations generally Top Decisions David John Hickson, University of Bradford. Management Centre, 1986 Based on studies carried out at the Bradford Management Centre in Britain 1970 1984 **Organizational Decision**

Making and Information Mairead Browne, 1993 This book provides an overview of organizational decision making and the use of information in the process In addition it draws on original empirical work to establish general principles for design of information systems which are tuned to the way managers actually behave and make decisions at the highest level of the organization The book also gives insights into the ways higher education institutions operate and deal with complex problems that are messy and have broad political ramifications It offers a solid basis for the necessary shared understanding between managers and information providers that will enable the information resources of an organization to be effectively harnessed to support decision making activities It demonstrates the way decision making occurs in organizations and shows how information contributes to these with a high level decision group and on the basis of the empirical tests proposed a new theory of complex decision making and information in organizational settings For readers interested in theoretical aspects of complex decision making or in research in decision making and information the book builds on the two theories of decision making with the highest profiles in the organizational literature It also shows new ways of testing those theories in the real world of organizations process A key feature of this volume is its contribution to the development of a theory of high level decision making in organizations that takes into account the function of information in the process This is accomplished through an account of a research project that formulated two broadly based theories of decision making and information use tested **The Psychology of Decision Making** Lee R. Beach, Terry Connolly, 2005-01-05 The Psychology of Decision

Making provides an overview of decision making as it relates to management organizational behavior issues and research This engaging book examines the way individuals make decisions as well as how they form judgments privately and in the context of the organization It also discusses the interplay of group and institutional dynamics and their effects upon the decisions made within and on the behalf of organizations **Decisions** Karin Brunsson, Nils Brunsson, 2017-12-29 Decisions and the complexity of decision making are central topics in several social science disciplines including those of social psychology political science and the study of organizations This book draws on insights from all of these disciplines and provides a concise overview of some of the most intriguing and salient observations and arguments in the research about decision making The book first deals with basic decision making logics and applies them to both individual and organizational decision making The book then deals with consequences of decisions and the complications of making decisions in a political

context where many individuals and organizations are involved

Top Decisions David John Hickson, 1986

Organizational Decision Making Zur Shapira, 2002-03-25 Decision making in organizations is often pictured as a coherent and rational process in which alternative interests and perspectives are considered in an orderly manner until the optimal alternative is selected. Yet as many members of organizations have discovered from their own experience, real decision processes in organizations only seldom fit such a description. This book brings together researchers who focus on cognitive aspects of decision processes on the one hand and those who study organizational aspects such as conflict, incentives, power, and ambiguity on the other. It draws from the tradition of Herbert Simon who studied organizational decision making's pervasive use of bounded rationality and heuristics of reasoning. These multiple perspectives may further our understanding of organizational decision making. *Organizational Decision Making* is particularly well suited for students and faculties of business psychology and public administration.

Primer on Decision Making James G. March, 1994-05-23 Building on lecture notes from his acclaimed course at Stanford University, James March provides a brilliant introduction to decision making, a central human activity fundamental to individual, group, organizational, and societal life. March draws on research from all the disciplines of social and behavioral science to show decision making in its broadest context. By emphasizing how decisions are actually made as opposed to how they should be made, he enables those involved in the process to understand it both as observers and as participants. March sheds new light on the decision making process by delineating four deep issues that persistently divide students of decision making: Are decisions based on rational choices involving preferences and expected consequences or on rules that are appropriate to the identity of the decision maker and the situation? Is decision making a consistent, clear process or one characterized by ambiguity and inconsistency? Is decision making significant primarily for its outcomes or for the individual and social meanings it creates and sustains? And finally, are the outcomes of decision processes attributable solely to the actions of individuals or to the combined influence of interacting individuals, organizations, and societies? March's observations on how intelligence is or is not achieved through decision making and possibilities for enhancing decision intelligence are also provided. March explains key concepts of vital importance to students of decision making and decision makers such as limited rationality, history-dependent rules, and ambiguity, and weaves these ideas into a full depiction of decision making. He includes a discussion of the modern aspects of several classic issues underlying these concepts such as the relation between reason and ignorance, intentionality and fate, and meaning and interpretation. This valuable textbook by one of the seminal figures in the history of organizational decision making will be required reading for a new generation of scholars, managers, and other decision makers.

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Decisions, Organizations and Society Francis Geoffrey Castles, D. J. Murray, David C. Potter, 1971

The Allocation of Decisions in Organizations Susan Athey, 1994 Decision Loom Vincent Barabba, 2011-11-30 Decision making has been one of the principal victims of modern thinking The analytical approach has of course brought us vaccines electricity and the internal combustion engine But in seeking to break things down into their component parts and improve the parts governments and businesses continue to make some astonishingly bad decisions What's more many enterprises still pay close attention to decisions and decision making whilst overlooking the bigger picture the organizational system within which those decisions get made This elegant book is a guide for any public private government or non profit organization that needs a system for making better decisions It sets out to change our analytical habit and invites enterprises to consider the bigger picture Author Vince Barabba presents an elegantly simple approach to making better decisions He calls this approach The Decision Loom and bases it on Systems Thinking Design Thinking and Complexity Theory He also describes the four core capabilities that any organization must put in place for this approach to work What's more because we're humans and prefer stories to instruction manuals the tapestry of the book is embroidered with fascinating examples from the author's lifetime of experience at the head of American corporate and public decision making

The Oxford Handbook of Organizational Decision Making Gerard P. Hodgkinson, William H. Starbuck, 2008-03-06 The Oxford Handbook of Organizational Decision Making comprehensively surveys theory and research on organizational decision making broadly conceived Emphasizing psychological perspectives while encompassing the insights of economics political science and

sociology it provides coverage at the individual group organizational and inter organizational levels of analysis In depth case studies illustrate the practical implications of the work surveyed Each chapter is authored by one or more leading scholars thus ensuring that this Handbook is an authoritative reference work for academics researchers advanced students and reflective practitioners concerned with decision making in the areas of Management Psychology and HRM Contributors Eric Abrahamson Julia Balogun Michael L Barnett Philippe Baumard Nicole Bourque Laure Cabantous Prithviraj Chattopadhyay Kevin Daniels Jerker Denrell Vinit M Desai Giovanni Dosi Roger L M Dunbar Stephen M Fiore Mark A Fuller Michael Shayne Gary Elizabeth George Jean Pascal Gond Paul Goodwin Terri L Griffith Mark P Healey Gerard P Hodgkinson Gerry Johnson Michael Johnson Cramer Alfred Kieser Ann Langley Eleanor T Lewis Dan Lovallo Rebecca Lyons Peter M Madsen A John Maule John M Mezias Nigel Nicholson Gregory B Northcraft David Oliver Annie Pye Karlene H Roberts Jacques Rojot Michael A Rosen Isabelle Royer Eugene Sadler Smith Eduardo Salas Kristyn A Scott Zur Shapira Carolynne Smart Gerald F Smith Emma Soane Paul R Sparrow William H Starbuck Matt Statler Kathleen M Sutcliffe Michal Tamuz Teri Jane Ursacki Bryant Ilan Vertinsky B n dicte Vidaillet Jane Webster Karl E Weick Benjamin Wellstein George Wright Kuo Frank Yu and David Zweig

Extendable Rationality Davide Secchi, 2010-10-20 How do people make decisions in organizations is the question at the core of this book Do people act rationally Under what conditions can information and knowledge be shared to improve decision making Davide Secchi applies concepts and theories from cognitive science organizational behavior and social psychology to explore the dynamics of decision making In particular he integrates bounded rationality people are only partly rational they have a limited computational capabilities and b limited access to information and distributed cognition knowledge is not confined to an individual but is distributed across the members of a group to build upon the pioneering work of Herbert Simon 1916 2001 on rational decision making and contribute fresh insights This book is divided into two parts The first part Chapters 2 to 5 explores how recent studies on biases prospect theory heuristics and emotions provide the so called map of bounded rationality The second part Chapter 6 to 8 presents the idea of extendable rationality In this section Secchi identifies the limitations of bounded rationality and focuses more heavily on socially based decision processes and the role of docility in teaching managing and executing decisions in organizations The practical implications extend broadly to issues relating to change and innovation as organizations adapt to evolving market conditions implementing new systems and effectively managing limited resources The final chapter outlines an agenda for future research to help understand the decision making characteristics and capabilities of an organization

Decisions and Non-Decisions: A Pragmatic View of Power, Structure, and Culture in Complex Organizations Eileen Griffin-Ray, 2022-01-25 This book explores decision making and the creation of a culture of non decision in complex organizations Considered part of the decision making process this book addresses the role of power structure and ethics of individual leaders and the impact on organizational culture An authoritarian leader can suppress contributions while an indecisive leader can develop a culture of

ambiguity in an organization The book looks at the reality and the consequences of both extremes and considers the space in between Both historical and current theories and ideas are described and discussed Several leaders are interviewed contributing their lived experiences in the realm of decision making and leadership They describe experiences in organizations from their perspective as leaders between subordinates and more senior leaders within the organizational hierarchy The book addresses ways key decision makers use power manage culture and create structures to make decisions The optimal structure for effective decision making is explored Finally the author considers how a culture of non decision occurs In recent years some organizations have attempted to reduce or eliminate the traditional hierarchical structure in favor of a flatter structure with fewer layers and more collaborative decision making These efforts are compared to historical business structures

Designing Organizations Richard Butler,1991-01-01 Integrates many strands of organizational and management theory to present a model of the way in which the structure of an organization shapes key decision making capabilities The model is then applied to such topics as strategy effectiveness departmentalization reward systems and learning

Top Decisions David J. Hickson,1986-02-01

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Decide & Deliver Marcia W. Blenko,Michael C. Mankins,Paul Rogers,2010 Identify your critical decisions Focus on those that matter most to your company s performance

Behavioral Decisions in Organizations Alvar O. Elbing,1978

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