Title page

Discussion

Module-Base Content

These differences are significant to management thoughts for determining changes in productivity. Some improvements in these experiments that can be used in managerial decisions include conducting interviews for identifying work attitudes of employees and factors that causes inefficiency. The original idea of relay-assembly test room experiment also stressed on findings the causes of low-productivity (Chipman, 1931). Improvements in Hawthorne experiment advancements in the process of interview. The adoption of interview techniques allow managers of the modern organizations to use them for the best interest of the firm that results in high productivity and improved efficiency. The direct interview techniques also suggest asking questions about the issues that causes stress or negative emotions in workers. This is also important for managerial decisions as it helps in retaining them for the long period.

Improvements have been made in communications due to the integration of technology. Today it is more easy for managers or supervisors to interact with employees via electronic platforms and smartphones. They can also use video conference and establish a positive work environment.

Landmark Article Research

Topic: Organizational Structure and Design

Organizational design is the central factor needed for improving firm’s performance. It identifies how work in organization and specifies the structure and division of tasks. Hawthorne experiment can be used for creating effective organizational design that suggests considering the concerns of employees. By engaging employees the process of organizational design, businesses would manage to build a better model that could attain its goals (Burton & Obel, 2018). It also suggests integration of an effective communication strategy that builds continuous interaction between the manager and employees. This leads to improved productivity by eliminating negative factors such as conflicts, disputes and stress. It leads to creation of positive work environment.

References

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