Lesson 5

Organic solidarity is the result of the division of labor as the members of society become dependent on each other. The common example is of a hotel that needs different people for performing different functions. The characteristics of Organic solidarity that defines modern community includes division of labor, people rely on others for the achievements of goals and achieving common goals. The common example is an organizational success depending on the collective work of employees. The architect is responsible for constructing the building; the administration manages the organizational affairs, managers supervise the employees. The labor is divided among chefs, wait staff, finance officers, etc. The hotel services and its operations are dependent on the collaborative output of employees (Thijssen, 2012). Organic solidarity also explains that people have different beliefs and they take independent roles for performing complex tasks.

Mechanical solidarity refers to the same beliefs and core values shared by the people. It was prevalent before the industrial revolution when people were performing similar jobs. Mechanical solidarity stresses more on similarities that changed after industrialization and modernization (Griffiths, Keirns, & Scaramuzzo, 1997).

Gemeinschaft stresses on the personal connection of individuals with social values and traditional rules. The dependence of the people in these values leads to cooperative social organization. The tradition and social norms hold significant power of influencing people’s actions and behaviors (Crossman, 2018). The actions produced by the people of society is the result of subjective feeling.

Gesellschaft emphasizes on the impersonal and indirect connections of the people with society. Formal values and beliefs are more important and supported by the rational mindset. The common examples include different organizations taking independent roles like bureaucracies and judiciary. The organizations are working for maintaining social order in societies.

References

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