

Reconstruction of the Organization under Decreasing External Support

Kalejevs Andrejs

ISMA University of Applied Sciences, Latvia

Corresponding author's e-mail: andej-73@inbox.lv

Abstract

An approach is proposed to ensure the management of the whole process at the level of responsibility centers. The core principle behind the approach is to hold the individuals responsible for the task they have control over. This will reduce internal waste and downtime caused by structural changes within the organization.

Keywords: duplication, depreciation, changes, improvement, performance

1 Introduction

However, gaps of responsibility within the structure of the organisation, results in a problem that is due to the organizational structure of an organisation being unable to ensure effective management. As a result, to restore management functions of the organisation, changes in the organisation's structure in the form of power and responsibility redistribution have to be made, hence ensuring the “withdrawal” of the organisation from an unstable state.

2 Main Part

The aim of the study is to develop a procedure that ensures a change in the organisational structure, taking into account the effective means of managing the whole process.

Research objectives:

1. Continuous analysis of violations in the distribution of powers.
2. The choice for adjusting the organizational structure in the short term.
3. Implementation of the scenario for assessing the full performance of the organisation in the medium term.
4. Development of a manual on what steps to take in the conditions of internal self-organization.

3 Results

As a result, the proposed approach makes it possible to improve the implementation efficiency of the taken decisions until the final goal is achieved. The novelty of the approach is in the mechanisms of internal self-organisation that is accompanied by the changes in the organisational structure.