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Gruzina I.A.,
*cand.sc.(econ.), assoc. prof., associate professor
of management and business department,*
Pererva I.M.,
*cand.sc.(econ.), assoc. prof., associate professor
of management and business department,
Simon Kuznets Kharkiv National University of Economics*

GENERALIZATION OF SCIENTIFIC VIEWS ON THE INTERPRETATION OF THE ESSENCE AND CONTENT OF THE CONCEPT “ORGANIZATION”

Грузіна І.А.,
*канд. екон. наук, доцент,
доцент кафедри менеджменту та бізнесу,*
Перерва І.М.,
*канд. екон. наук, доцент,
доцент кафедри менеджменту та бізнесу,
Харківський національний економічний
університет імені Семена Кузнеця*

УЗАГАЛЬНЕННЯ НАУКОВИХ ПОГЛЯДІВ НА ТРАКТУВАННЯ СУТНОСТІ ТА ЗМІСТУ ПОНЯТТЯ «ОРГАНІЗАЦІЯ»

Formulation of the problem. Modern organizations surround a person throughout his life; they create a variety of products and services, the consumption of which ensures the livelihood and development of society.

People spend the vast majority of their time in organizations. It is organizations that determine and control a certain order of society, provide the opportunity to express human views and interests [11]. In organizations or with their help, people grow, learn, work and build a variety of relationships, development science and culture. That is, gradually and quite naturally the organization becomes a universal form of social life, because it is within the organization of human activity [6].

The unevenness and instability of the social and economic development of Ukraine during the years of independence causes the complexity of the conditions of functioning of modern domestic organizations, making new demands on the implementation of their activities and development. The role of the organization as the main link of the economy is widely recognized, which is often defined by scientists as a complex system with various structural elements, the links between them and the external environment, the characteristic variability of elements and relationships. The rapid development of computer technology and network telecommunications, which contributed to the formation of the global information space, has significantly increased the role and importance of modern organizations that actively use the information environment, including organizational processes implemented in various organizational activities. This, in turn, highlighted the need for research on the essence of modern organization, patterns of its development, development of new laws, principles and approaches to the analysis of patterns of organizational systems, the use of advanced management technologies based on effective use of organizational capacity [6]. On what basis organizations are built, how and under the influence of what factors they development, what opportunities open up and why modern society needs them in general – all these issues have become extremely important and relevant.

It is well known that the formation of the theoretical foundations of the organization took place at the junction of different areas of knowledge, including management, sociology, psychology and many others. However, the changes that are constantly occurring in the functioning of organizations, respectively, affect the development of scientific views, concepts and management practices; contribute to the creation of new principles and methods of construction and management. This is the main reason for the emergence of many scientific ideas and schools that study organizations.

It cannot be said that there is a comprehensive theory that fully explains all kinds, types, forms of organizational structures, as well as the processes that take place in them. However, domestic and foreign

theorists and practitioners in this field do not stop scientific discussions on the study of extremely complex, diverse and uncertain object of study.

Analysis of recent research and publications. Turning to the scientific literature [1;3; 5], it can be noted that the concept of “organization” is usually used in three meanings:

- organization as a system, which considers the composition and ratio of elements within the system and their relationship;
- organization as a phenomenon or state that involves the study of a certain combination of elements, acting on the basis of specific rules and procedures, to implement the program or achieve a common goal;
- organization as a process, i.e. a set of actions that leads to the creation and improvement of relationships between parts of the whole or ordering in space and synchronization in time of the elements of the system.

Professor Yu.S. Zavadskiy notes that the concept of “organization” comes from the ancient Greek word “organon”, which means a tool or instrument [4]. According to the author, the concept of “organ” appeared from him, and later, as derivatives, the concept of “organism” and “organization”. A prerequisite for the emergence of the organization is the actualization of human needs to unite efforts to achieve personal goals, which could not be achieved alone due to a number of physical, biological, psychological and social limitations.

In management theory [2; 5; 6] the term “organization” is used in two aspects:

– in a broad sense, scientists believe that the organization is a functional-target group of people with a certain social structure, channels of communication, coordination, management and control. The basis of its formation is the division of labour, specialization of functions and a hierarchical system of interaction between individuals and their groups and structural units, in order to meet the social needs of individuals and society as a whole. That is, in other words, the organization is called a consciously coordinated social formation with certain boundaries, which operates on a relatively constant basis to achieve a common goal;

– in a narrow sense, the organization is seen as a process of identifying the most important connections among people, tasks and activities for the integration and coordination of organizational resources in order to effectively perform the tasks. Well-known scientists M.H. Mescon, M. Albert and F. Khedouri in their work “Fundamentals of Management” consider the organization primarily as “... a group of people whose activities are consciously coordinated to achieve a common goal or objectives...” [9]. The obligatory feature of the organization, scientists call the presence of at least two people who consider themselves part of one group, united by a common goal, to achieve which they deliberately work together.

A. Bohdanov, who is considered the founder of organizational science, exploring the use of the concepts “to organize”, “organization”, “organizational activities” in everyday language, notes that often the term “to organize” means to group people, coordinate and regulate their actions to achieve any purpose. However, carrying out a deeper analysis, the scientist gives this concept a broader meaning and believes that it applies not only to human activity and, accordingly, to labour and means of production, but also to animate and inanimate nature in all its manifestations [11].

Leading specialist in the theory of organization H.L. Monastyrskiy [11] considers that the concept of “organization” is one of the leading categories of organizational science and provides several interpretations. Thus, the scientist, agreeing with the opinion of scientists in [9], describes the organization (from the Latin “to organize” – I report, slender look, arrange) as a kind of social systems, i.e. associations of people who, based on certain principles and rules, jointly achieve a common goal.

In addition, he proposes to consider the organization as an element of the social system and the most common form of human community, the primary centre of society. And, finally, he considers the organization to be the object and subject of society. That is, according to the scientist, the term “organization” is considered, firstly, as an activity or its result, or sphere of activity; secondly – as a social and economic entity focused on achieving a specific economic, commercial or non-commercial goal.

Interesting from a scientific point of view is the conclusion of the scientist, who, summarizing the results of research, defines the essence of the concept of “organization” in a broad sense, first, as “... internal order, coherence, interaction of more or less differentiated and autonomous parts of the whole. ...”; second, as “... a set of processes or actions that lead to the formation and improvement of the relationship between parts of the whole...”; third, as “... associations of people who jointly implement a program or goal and act on the basis of certain procedures and rules”.

Exploring different views on the essence and content of the concept of “organization”, H.L. Monastyrskiy [11] notes that the first two definitions are complementary and characterize the organization as a universal phenomenon that reflects a state and process. The latter definition has a social colour and applies exclusively to human organizations.

Summarizing the above, the scientist identifies two main approaches to the study of organization:

– in statics, the organization is seen as a holistic entity (social, technical, physical, biological) with a specific mission, and here the organization is a system, i.e. internal order, coherence and interaction of parts of the whole, due to its construction and goals;

– in the dynamics of the organization – a variety of processes for organizing elements, the formation and maintenance of the integrity of natural objects that are being created or are already functioning. Here, the scientist interprets the organization as a process, i.e. a set of purposeful actions that lead to the formation of the necessary quantitative and qualitative spatial and temporal relationships, which, in turn, is the essence of the organization as a process.

Thus, in the most general case, the organization of scientists means the orderly state of the elements of the whole and the process of organizing them into a reasonable unity.

The complexity and ambiguity of the concept of “organization” as an object of study, the use of different approaches and tools to determine its essence and content cause some confusion in scientific sources, which is the main reason for the lack of common understanding of this term. Undoubtedly, different interpretations allow a more complete study and understanding of the concept of “organization”, however, its widespread use in many sciences and in practice explains the existence of different views on the essence of the organization, i.e. determines its ambiguity.

Setting objectives. The purpose of the article is to generalize and systematize scientific approaches to the interpretation of the concept of “organization” in order to understand its essence, content, patterns of functioning and development. To achieve this goal, the article aims to: systematize scientific views on the organization as a system, group of people, functions, processes, phenomena; explore the characteristics of the organization as a system; to substantiate the expediency of using the tools of the systems approach as a special methodology of scientific analysis and thinking, in particular, within its integrated approach, which is one of the main methodological principles of the systems approach.

Presentation of the main material of the study. Of course, these views of scientists have a right to exist; however, their confirmation or refutation requires a detailed study of the essence of the concept of “organization”, analysis of different points of view on its nature and content (Table 1).

Table 1

Generalization of the most common points of view of scientists on the essence of the concept of “organization”

Interpretation of the concept	Author(s)
1	2
ORGANIZATION AS A SYSTEM	
An organization is a system that is a set of specific elements with unique properties and the nature of the relationship	Seliutin V.M., Yatsun L.M., Olshanskyi O.V. [18]
An organization means combining, building, uniting something or someone into a single whole, bringing it into a rigid system	Nebava M. I., Ratushniak O. H. [12]
An organization is a social system for achieving specific goals through collective action	Seitzman J. [16]
An organization is a system with an entrance, the mechanism of processing and an exit	Batsenko L. M., Halenin R. V., Andriienko A. A. [2]
An organization is a system of long-term relationships between its members, who bring their own expectations and values	Bernard Ch. [22]
An organization is an internal order, coherence, interaction of all parts of the whole, due to its structure	O'Shaughnessy J. [14]
An organization is a complex system consisting of separate elements, links, subsystems, and carries out independent activity, plans it, develops strategy and tactics of the behaviour, has the purposes and interests. An organization is a managed system with purposeful and dynamically evolving action	Malska M. P., Bilous S. V. [6]
An organization is a system as a set of interconnected elements that form a whole, and, at the same time, is a consciously coordinated social entity that has a specific set of interrelated goals. An organization is an open system that interacts with the external environment an infinite number of times	Hubersky L., Zhylynska O. [24]
An organization is an internal order, coherence of interdependent elements of the whole (system)	Melnyk Yu. V. [8]
An organization is a purposeful system that has one or more relatively purposeful subsystems	Osovska H. V. [13]
An organization is a complex dynamic system in which many different processes intersect	Kuzkin Y., Cherkashyna T., Nebaba N., Kuchmacz B. [26]
ORGANIZATION AS A GROUP OF PEOPLE	
An organization is an institutionalized group of persons (individuals and legal entities) who interact through material, economic, legal and other conditions to achieve their goals.	Terletska N.M., Ivaniuk V.V. [20]

continuation of the table. 1

1	2
An organization is a group of people whose activities are consciously coordinated to achieve a common goal or goals	Mescon M., Albert M., Khedouri F. [9]
A formal organization is any social group that pursues explicit goals through explicit and coordinated action.	Stanley H.M., Judy I. [13]
An organization is a corporate group that provides for social relations, which, by means of rules, either prohibits or restricts the admission of outsiders.	Parsons T. [15]
An organization is a collective form with a relatively defined boundary, normative order, ranked powers, communication systems and coordination systems for participants. Exists on a relatively constant basis in the environment, and performs actions that are usually related to the goal or set of goals	Hall S. [13]
Formal organization is a type of human cooperation that is conscious, thoughtful and purposeful	Barnard C. [22]
An organization is a group of people who interact and resemble a centralized coordinated system	March J. [7]
A social organization is a complex dynamic open purposeful managed system created by man, in the functioning of which man plays an active role A social organization is an association of people aimed at achieving certain goals An organization is an association of people whose joint activities are aimed at implementing established programs on the basis of certain rules and procedures	Melnyk Yu. V. [8]
An organization is an institutionalized group of persons (individuals and legal entities) who interact through material, economic, legal and other conditions to achieve their goals.	Law of Ukraine "On Enterprises in Ukraine" [17]
An organization is uniting people to achieve common goals	Milner B.Z. [10]
ORGANIZATION AS A FUNCTION	
An organization is a management function, within which the division of labour between individual employees and their groups and coordination of their activities	Melnyk Yu. V. [8]
An organization is a type of management activity aimed at forming the management structure of the organization, establishing a system of connections and relationships, which allows you to work effectively to achieve goals	Demianenko M. [23]
ORGANIZATION AS A PROCESS	
An organization is a set of processes or actions that ensure the achievement of system goals	Melnyk Yu.V. [8]
An organization is a set of purposeful processes or actions that lead to the necessary connections An organization is a set of processes, actions aimed at creating or improving the relationship between individual parts of the whole or the association of people involved in the implementation of a particular program to achieve a specific goal, acting on the basis of certain procedures and rules	Kotlyarevsky Ya.V., Melnychenko A.A., Ivanytska O.M., Semenyuk E. P., Kniaziev S. I., Melnikov O. V. [25]
ORGANIZATION AS A STATE (PHENOMENON, STRUCTURE, FORMATION)	
An organization is a complex organism in which the interests of individuals and groups intersect and coexist, incentives and constraints, hard technology and innovation, unconditional discipline and free creativity, regulatory requirements and informal initiatives. An organization is a living and moving phenomenon in which people enter into various relationships: personal, industrial, formal and informal.	Malska M., Bilous S. [6]
An organization is a social entity with certain boundaries, which operates on a relatively permanent basis and consciously coordinates its activities to achieve a common goal	Fedulova L.I., Fedorenko V. H., Hrynov V. F. [21]
An organization is a social unit focused on achieving certain goals	Parsons T. [15]
An organization is a complex production entity formed from production-independent systems, but united by a joint management of enterprises	Sytnyk Y.S. [19]

Source: compiled by the authors on the basis [2; 6–10; 12–26]

Analysis of the definitions given in Table 1 indeed indicates a wide variety of scientific approaches to the interpretation of the essence of the concept of "organization". This is primarily due to the fact that the term is widely used in many sciences, such as philosophy, mathematics, economics, sociology, and in practice. In addition, the concept itself is extremely multifaceted.

Among the analysed views, more than 37% of definitions refer to the organization as a group of people, slightly more than 32% treat the organization as a system, as a process considers the organization almost 18% of definitions, about 4% of definitions refer to the organization as a state, phenomenon, structure or idea and only about 9% of the definitions apply to the organization as a function (Fig. 1).

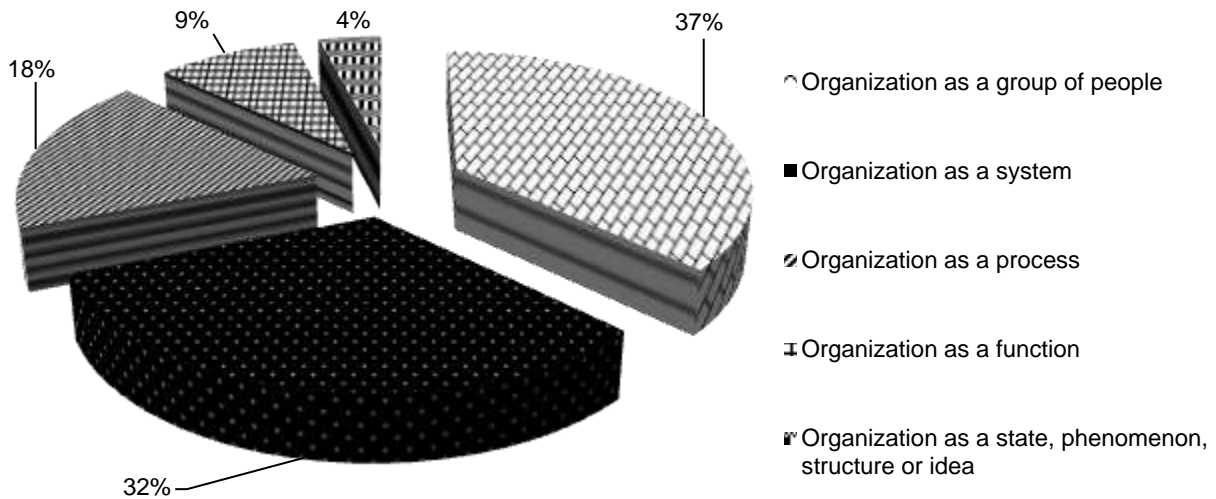


Fig. 1. Distribution of views on the interpretation of the essence of the concept of "organization"

Source: authors' development

Analysing the above distribution, it can be noted that the consideration of the organization as a group of people, to which the vast majority of scientists tend, often ends with the interpretation of the organization as a group of persons interacting under certain conditions (material, economic, legal and others) to achieve the goals, and resemble a centralized coordinated system. That is, in this case, we can say that the people who are the part of the organization and elements of a certain system with the appropriate relationships that are implemented to achieve a certain goal. In view of this, it is fair to say that considering an organization as a group of people is its study as a certain social system, which allows us to combine these two groups of definitions into one general group.

A similar situation is observed with groups defining the organization as a function and as a process. After all, it was noted earlier that the function, in most cases, is considered as a consistent implementation of certain steps (actions, stages), i.e. as a process. That is, it would be quite logical to combine groups of organizations as a process and function into one general group.

Thus, we have three groups of definitions of organization: organization as a system, including social – almost 69% of definitions; organization as a process – about 27% of definitions; organization as a state, phenomenon, structure or idea – about 4% (Fig. 2).

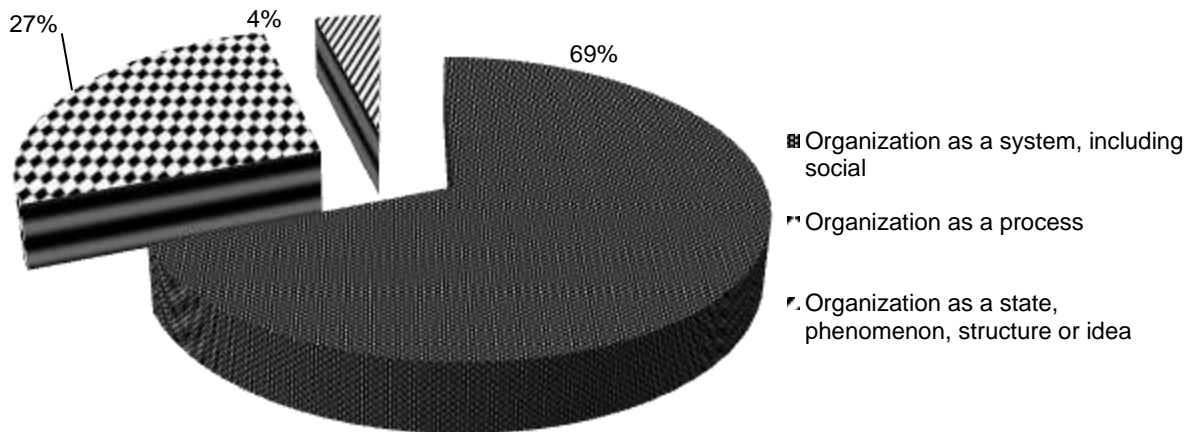


Fig. 2. Redistribution of views on the interpretation of the essence of the concept of "organization"

Source: authors' development

This distribution coincides with the point of view of many scientists [1–3; 5; 6; 9; 26]. Thus, the authors in [26] note that the concept of "organization", which is most often used, is considered in at least three meanings: as a system; as a condition; as a process. Scholars also identify certain features of the organization as a system, including: integrity (a set of specific elements with unique properties and the nature of the relationship) and divisibility (division of the system into subsystems and elements that also

have systemic properties), and believe that the organization as a process is a manifestation of social activity and its functional purpose is to create new and improve the created and functioning systems of any kind.

Other scholars [11] also consider it appropriate to study the organization in three aspects, such as: the organization as a process that is a set of actions that lead to the formation and improvement of relationships between parts of the whole, as well as to organize space and synchronize in time elements of the system; organization as a phenomenon, i.e. the association of elements that, acting on the basis of certain rules and procedures, implement a certain program or goal; organization as a system that is the composition and ratio of elements of the system with certain relationships.

Interesting is the point of view of a group of scientists who, considering the most common designation of the definition, including: clearly planned, well-thought-out structure, internal discipline; internal order, coherence, interaction with respect to differentiated and autonomous parts of the whole, due to its internal structure; social formation (group of people), which operates on a relatively permanent basis and consciously coordinates its activities to achieve a common goal [2]; a set of processes, actions aimed at creating or improving the relationship between individual parts of the whole or the association of people involved in the implementation of a particular program to achieve a specific goal, acting on the basis of certain procedures and rules; structure, skeleton, within which certain activities are carried out [15]; a system that consists of a set of ordered, interconnected, interacting parts of the whole [27]; a group of persons united by organizational principles, interests, procedures, personal values, as well as powers and responsibilities; a team with relatively identified boundaries, regulations (statutes), ranking of power (hierarchy), communication systems and membership coordination (procedures); this team exists on a relatively permanent basis and is engaged in activities that are usually associated with a set of goals: the activity gives results to members of the organization and society [26]; a formal phenomenon that is created by extracting from a certain whole its elements in order to impose on them the functions of the whole adequate to them; stable (in time and space) interaction of elements, which gives the particle certain contours and strengthens its strength through specialization and cooperation capabilities of these elements [21], yet the semantic definition of the organization is reduced to three basic understandings

Firstly, the organization is considered by scientists as a process by which the structure of the system is created and maintained. Secondly, the organization is understood as a system, i.e. a set of relationships, activities, rights and responsibilities, roles that are formed in the process of working together. And thirdly, the organization is a group of people with common goals, which determines the emergence of certain processes and their combination into the system.

Conclusions from the study. Analysing the definitions of scientists given in various literature sources, we can confirm the absolute validity of H.L. Monastyrskyi's point of view and note that in order to fully study the essence and content of such an extremely ambiguous concept, it is best considered in statics (as a social organization or institution) and in dynamics (as a set of certain processes within the social organization, including the process of its management). In the framework of this study, it would be fair to consider the organization as a social system of consciously coordinated, organized, interconnected and interacting on the basis of certain rules and procedures of elements (persons) aimed at achieving a specific set of common goals.

Most experts (almost 70%) consider the organization as a system, using for its study all the tools of a systems approach, as a special methodology of scientific analysis and thinking. Scientists agree that a systems approach is a universal method of research.

Considering the studied object as a whole, which includes a set of interconnected elements and is also part of a higher order system, there is an opportunity to build multifactor models of organizations, the formation of systematic thinking about the organization, which significantly increases the effectiveness of management decisions; therefore, it is extremely necessary for modern leaders. In addition, the organization as an object of study is multifaceted, therefore, requires a comprehensive, integrated approach, which is one of the main methodological principles of a systems approach.

Consideration of the organization as a system is quite productive, because by studying the structure and basic elements of organizations, their characteristics, features and parameters, functions, principles of operation and laws of behaviour, it is possible to systematize and classify organizations on a number of common features and develop effective management methods them.

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