

# Bab 4 Teori Teori Organisasi 1 Teori Teori Organisasi Klasik

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Pendahuluan Organisasi merupakan suatu entitas yang kompleks dan dinamis Untuk memahami bagaimana organisasi berfungsi para ahli telah mengembangkan berbagai teori yang berusaha menjelaskan perilaku dan struktur organisasi Teoriteori ini menyediakan kerangka kerja untuk menganalisis dan memahami organisasi serta membantu dalam mengembangkan strategi yang efektif untuk mencapai tujuan organisasi Bab ini akan membahas salah satu teori organisasi yang paling berpengaruh yaitu teori organisasi klasik Teori ini berfokus pada efisiensi struktur dan kontrol dalam organisasi Kita akan menelusuri asalusul tokoh tokoh kunci prinsipprinsip utama serta kelebihan dan kekurangan dari teori ini

1 AsalUsul Teori Organisasi Klasik Teori organisasi klasik muncul pada akhir abad ke19 dan awal abad ke20 seiring dengan munculnya Revolusi Industri Pada masa ini perusahaanperusahaan mulai tumbuh besar dan kompleks dan membutuhkan pendekatan sistematis untuk manajemen Revolusi industri juga melahirkan kebutuhan untuk meningkatkan efisiensi dan produktivitas

2 TokohTokoh Penting Teori Organisasi Klasik Beberapa tokoh penting yang berperan dalam pengembangan teori organisasi klasik antara lain Frederick Winslow Taylor 18561915 Dikenal sebagai Bapak Manajemen Ilmiah Taylor menekankan pentingnya efisiensi dan optimasi dalam proses kerja Dia mengembangkan metode scientific management yang berfokus pada analisis dan pengoptimalan tugastugas individual serta pengembangan standar kerja dan insentif

Henri Fayol 18411925 Fayol dikenal dengan General and Industrial Management Ia mengembangkan 14 prinsip manajemen yang mencakup perencanaan organisasi komando koordinasi dan kontrol Prinsipprinsip ini memberikan kerangka kerja untuk memahami dan mengelola organisasi secara keseluruhan

2 Max Weber 18641920 Weber adalah sosiolog dan ahli ekonomi Jerman Ia mengembangkan teori birokrasi yang menekankan pada struktur organisasi yang hierarkis aturan yang ketat dan impersonalitas Birokrasi menurut Weber merupakan struktur organisasi yang paling

efisien dalam mencapai tujuan organisasi 3 PrinsipPrinsip Utama Teori Organisasi Klasik Teori organisasi klasik berfokus pada beberapa prinsip utama antara lain Efisiensi dan Produktivitas Teori ini menekankan pada pentingnya meningkatkan efisiensi dan produktivitas organisasi dengan memaksimalkan output dengan input yang minimal Struktur Hierarkis Teori klasik menekankan pada struktur organisasi yang hierarkis dengan garis komando yang jelas dan wewenang yang terdefinisi Spesialisasi Tugas Pekerjaan dibagi menjadi tugastugas khusus yang dilakukan oleh individu yang memiliki keahlian tertentu Aturan dan Prosedur Formal Aturan dan prosedur formal diterapkan untuk memastikan konsistensi efisiensi dan kontrol dalam pelaksanaan pekerjaan Impersonalisasi Hubungan dalam organisasi didasarkan pada aturan dan prosedur formal bukan pada hubungan personal 4 Kelebihan Teori Organisasi Klasik Teori organisasi klasik memiliki beberapa kelebihan di antaranya Mempermudah Struktur Organisasi Teori klasik memberikan kerangka kerja yang jelas untuk memahami dan mengelola struktur organisasi yang kompleks Meningkatkan Efisiensi Fokus pada spesialisasi tugas dan efisiensi dapat meningkatkan produktivitas organisasi Memperkuat Kontrol Aturan dan prosedur formal membantu dalam memastikan konsistensi dan kontrol dalam pelaksanaan pekerjaan 5 Kekurangan Teori Organisasi Klasik Meskipun memiliki beberapa kelebihan teori organisasi klasik juga memiliki beberapa kekurangan Kurangnya Fleksibilitas Teori ini kurang fleksibel dalam menghadapi perubahan lingkungan yang cepat dan dinamis Mengabaikan Aspek Manusia Teori klasik kurang memperhatikan faktorfaktor manusia seperti motivasi kepuasan kerja dan kreativitas Mempersempit Ruang Kreativitas Aturan dan prosedur yang ketat dapat mengurangi 3 kreativitas dan inisiatif karyawan 6 Kesimpulan Teori organisasi klasik memberikan landasan penting dalam memahami dan mengelola organisasi Prinsipprinsipnya seperti efisiensi struktur hierarkis dan aturan formal masih relevan dalam beberapa konteks Namun dalam lingkungan bisnis yang semakin kompleks dan dinamis perlu dipertimbangkan bahwa teori ini memiliki keterbatasan 7 Aplikasi Teori Organisasi Klasik Meskipun teori organisasi klasik memiliki keterbatasan beberapa prinsipnya masih relevan dalam situasi tertentu Organisasi yang membutuhkan efisiensi dan produktivitas tinggi Prinsipprinsip seperti spesialisasi tugas dan prosedur standar masih dipakai dalam industri manufaktur dan lini produksi Organisasi dengan struktur hierarkis Beberapa organisasi seperti militer dan pemerintahan masih mempertahankan struktur hierarkis yang ketat Organisasi yang membutuhkan kontrol dan konsistensi Aturan dan



your

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