

Enhancing Organizational Design with Information Technology

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Introduction

Organizational design is relative to the success of any organization and determines numerous factors such as operation adequacy, productivity, innovation, and the environment. Featured in the Manager's notepad 10.2, size, strategy, lifecycle, technology, human resources, and environment are the contingency factors in organizational design (Kodama, 2021). While many may argue that either human resources or strategy contingency are the most important to influence internal aspects of organizational performance, I am convinced that Information Technology is the most vital contingency. Amazon is an example of multinational retail organization leveraging IT to enhance other competencies such as size and human resources. IT is undeniably crucial in automation, HR efficiency, innovation, organizational networking framework, and predictability. Peer-reviewed literature hint at a fit between IT success, level of contingency, organizational characteristic, and potential growth.

Application of IT in Organization Design

IT is primary to numerous organizational design features, including but not limited to automation, networking, HR efficiency and adaptability, structures, and systems set-up. In the digital era, IT is the cornerstone of an organization's networking framework. It is responsible for organizing, expanding, and connecting the business with key stakeholders by facilitating communication, marketing, and data collection (Lobach et al., 2018). Amazon employs Management Information Systems (MIS) that is elemental in collection, analysis, dissemination, and storage of organizational data while implementing management functions. Adopting technological developments in design improves HR, operation, systems, and decision-making efficiencies (Mehmood, 2021). A mismatch between external and internal technological environments would severely implicate organizational design compared to other competencies.

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