Charting Highly Productive Organization: Wrapping it all in Social Constructs

Mambo Governor Mupepi, Grand Valley State University, Grand Rapids, MI, USA
Sylvia C. Mupepi, Kirkhof College of Nursing, Grand Valley State University, Grand Rapids, MI, USA

ABSTRACT

The discourse presented in this paper is about an alternative change management technique hinged on pragmatic social construction ontology purposefully designed to champion productivity. All companies are designed and upshot specific goals. In those entities, talented individuals can be hired to play exact roles in the production of goods and services valued by customers. In addition they can collaborate to enhance explicit understanding critical in triumphant businesses. Data available show that corporations that prioritize activities by re-engineering the division of labor yield increased outputs. Winning in competition imply re-aligning capability abilities where technology and the operational rules are constantly evolving. Productivity can be enhanced by juxtaposing experts with technology to create goods and services appreciated by customers the most.

Keywords: Champion, Emotional Intelligence, Ontology, Productivity, Re-Alining Competencies, Social Constructs

1. INTRODUCTION

The arguments presented in this debate are in six parts. The first part provides an introduction to social constructs and how they are defined and applied in framing successful enterprises. Some of the key terms used in the deliberation are also explained. The questions asked to progress the discourse are: What is a social construct? How is it applied in the context of business organization? In an effort to make the reading lucid, an examination of a value creation process using the Adam Smith pin-making factory is made. The design and implementation of useful structures is illustrated in the divided pin-making labor.

The second part reviews a carefully selected piece of literature and a case study helpful in understanding how winning enterprises can be started and sustained. Different perspectives are drawn to comprehend how collaboration forums can be useful in enhancing the skillfulness and explicit knowing required in a successful organization.

The third part demonstrates how the construct of emotional intelligence (trait EI or trait

DOI: 10.4018/IJPMAT.2015010102
emotional self-efficacy) provides a comprehensive operationalization of emotion-related self-perceptions indispensable in developing realistic metrics to support high performance. An example is drawn from the World Cup 2014 in which the German team lambasted the Brazilian side using intelligence and physical fitness as a strategy.

The fourth part provides a case study where empirical evidence is drawn to sustain the effectiveness of a knowledge community in advancing useful organization.

The fifth part proposes the way forward to champion organization. The last part draws a conclusion mentioning the limitation of the arguments presented.

1.1. What are Social Constructs?

In Berger & Luckmann (1966), social construction examines the development of jointly constructed appreciation of the world. It assumes that understanding, significance, and meaning are developed not separately within the individual, but in coordination with other human beings. Thus social construction involves collaboration among members of a society or organization. The results from those collaborative efforts can be labelled as social constructs. There are numerous descriptions of social constructs and we provide at least two of the many definitions here: (1) Social constructs are methods and techniques derived from positive psychology. They can be applied to create the synergy necessary to make ends meet or solve problems in varied organizations. The process involves effective inter-personal communications; and, the dynamics can lead to the formulation and implementation of highly productive teams. (2) The second definition is borrowed from Merriam Webster Dictionary (2014) “a social mechanism, phenomenon, or category created and developed by society; a perception of an individual, group, or idea that is built through cultural or social practice”.

1.2. Collaboration

Social construction is a process that involves collaboration within a society or corporation in creating a window of the world. A company can create what it perceives to be the reality in competition. They can proceed from there to create a strategic posture to defend their interests. Social constructs are also viewed as the by-products of countless human choices, rather than laws related to human judgment. Berger & Luckmann (1966) draw on Alfred Schultz (1899-1959) to introduce the term social construction in organizational studies. They triggered an ongoing debate about the viability of social construction as an indispensable tool and technique that aid meaningful learning. Mupepi (2014a) argues that the centricity of social constructs was on harnessing synergy to create useful knowledge and techniques to address a specific problem or issue. In the arguments presented by Berger & Luckmann it becomes clear that organizational reality can be projected and developed by a group of people about what their organization stands for. They propound that such a group can meet face-to-face or in cyberspace at any time. Using the internet technology enables cognitive areas distributed in varied environments to cohere and to understand the factors that give life to their business.

2. An Overview of Different Applications and Techniques

In this section a carefully selected literature is reviewed to understand the applications and techniques applied in advancing the mission. Organizational learning has been argued by many practitioners as central to progressing efficiency and effectiveness in the firm or corporation. For example Senge (1990) asserts that organizational learning helps all types of corporations such as Unilever or Coca-Cola to share ideas and tackle common issues related to sustainability. Senge argues that the firms’