

STATUS QUO OPERATIONAL ORGANIZATION: A THEORY

Author: Michael O. Jules
Propounded by: Michael O. Jules
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Department of Vocational and Technology Education
Faculty of Education, Niger Delta University
Wilberforce Island
Bayelsa State

e-mail: miklestheory@gmail.com
michaeljules42@yahoo.com
www.admissionsandutme.com
www.mjeresources.com
[+234 806 060 9054](tel:+2348060609054)

Abstract

All organizations follow a predetermined arrangement/sequence for conducting their day-to-day activities. This is what is referred to as formality. Hence, all formal organizations have predetermined format through which their information is sent, processes through which visitors must pass through see officers in their various offices, through which purchases are made including sales, public relations amongst others. In essence, the predetermined process (status quo) guide the way the organization reacts to situations. Now, it becomes difficult for such organizations to easily engage in an activity without all such bureaucratic process; and even if they could, they are pessimistic about the new development. Hence, they would rather prefer to remain in the comfortable zone they where than to readjust to the new situation. In Status Quo Operational Organizations, the assumption is that organizations (especially, but not limited to non-profit organizations) are hostile to organizational change that sometimes, they shun/ignore the change or become hostile to such introduction of a new idea. This is because the new idea or innovation is meant disrupt the current practice in the organization. It is in this line of argument that this theory is built.

Introduction

The theory of status quo ante operational organizations assume that organizations are already structured in a particular order, hence, they are called formal organizations. That because of this predetermined structure, they may be either repellent or prone to new innovations/ideas. For those organizations who will not accept this change, it may be due (in part) to the fact that there were no shock

observers in the system that will absolve any possible change. In my own opinion, in developing a set of laws, constitution, curriculum, etc., there is supposed to be room for amendment. The reason for this provision is to ensure that futuristic innovations are given the way to thrive even as the current system is running.

I am of the view however, that any organization whose plans and agenda is not futuristic in nature will have an obsolete outlook in the next couple of decades if not years. This is because monthly and yearly innovations are released into the market regularly. Take for example, in the automobile industry, we already have the 2019 car models even while we are still in 2018. Examples are the 2019 Jeep Wrangler Pickup, the 2019 Volvo V60, etc. (R & T, 2018).

In line with the above, it is highly recommended that organizations regularly adopt new approaches in their managerial and administrative patterns. One good characteristics of research is that it is self-corrective. This is to say that anything that may have been done wrong in the past in the organization, with continuous research, such organization will come to realize that their previous approaches are either wrong, ineffective or not generating the required results, hence, this will help management make informed, timely and effective decisions.

As a youth corp member of the National Youth Corp Service (NYSC), I was engaged in a discussion with my fellow corp members in 2015 before my passing out in June. The argument which was raised by me was that as a youth corper, when posted to a Place of Primary Assignment (PPA), you should do all you can to ensure that the organization you are posted works, especially where they are failing. Whether you are posted to a school, government ministry, department or agency, your effort should be to contribute your utmost service to change the way the organization works as the new brain there. That even if at first, there is little or no benefit, by the time the organization starts working, you will then starts reaping for it. My position was informed/based on the fact that most secondary schools in the country (Nigeria) are lacking the necessary resources to cater for themselves. Talking now of catering for the youth corpers sent to them will then be a far cry. Nevertheless, from my own experience, because I was able to work hard for the school, the school now make more revenue from where me too get payment for my services, while other fellow corpers in same PPA with me are beggarly to be paid ₦3,000 per month while I may get up to ten or even twenty of that amount that same month, depending on activities that occurs in the different months.

Contrastingly, in the view of my colleague from another PPA, you cannot change the way organizations are structured, he stressed that some secondary school principals, are very corrupt and so, will make the living standard for youth corpers very miserable. The idea is that whenever a new youth corper is posted to the school and is shown the corper's lodge, he/she is likely to reject the PPA or negotiate with

the principal to allow him/her to go home without serving while he/she comes to collect monthly clearance form every month end. Meanwhile, to agree to such corrupt act, the principal either collects part or full of the monthly allowance that the federal government pays to the corper. My colleague therefore, alleged that these principals are already making money from this system of things, hence, by the time you come around as the game changer, to change the system to make it work, that means you are trying to change the **status quo in the operations of the organization**. This, the management may fight or thwart.

In line with the above argument, this theory assume that some organizations are pre-planned to fail, others are pre-planned to remain stagnant, yet others are pre-planned to succeed. For those organizations that are pre-planned to fail, the illustration of the secondary school principal above is a very good example. In such organizations, there seemed to be a high level conspiracy among top management. Hence, any attempt to make the system work is highly thwarted amongst the conspirators. This theory best explains why government and most government activities are not functioning. Take for instance, the electricity situation in Nigeria. It was alleged that generator marketers, diesel sellers amongst others collaborate to bribe electricity distribution officials to tamper with electricity availability frequency in the country. This is because it is only when there is not electricity that their businesses will thrive, hence, the conspiracy to take off electricity is very high. In fact, in some cases, some government officials has been fingered to have been involved.

For those organizations that are stagnant, it is not really true that they are meant to fail, but they are meant to remain in a particular situation. That is, they are working, but are not effective and this ineffectiveness favours some persons. It is in the bid to continue enjoying this favour that the operators of such operations hold the system to ransom to ensure that it remains stagnant as long as they live. This is why we see organizations that immediately have facelift once the manager dies. This person or group of persons who holds the system to ransom are usually refers to as the cabals. Their fear is that once the system starts working, their glory may be taken away from them. Therefore, in order to remain relevant, the system must run as it is. There is also another school of thought in this direction. A current trend in curriculum development now is that irrelevant courses are stricken out of the curriculum. These courses include Typewriter and Shorthand especially in the Education and Management Science Faculties. Nevertheless, it was asserted that some persons' certifications are only in those professional areas. That if those courses are removed, their certification will become irrelevant. For these persons, even though they mean well for the organization, they will do all they can to retain these courses especially when they are the administrators and managers of those establishments, hence, the

cry to strike out these irrelevant aspects of our curriculum has never seen the light of day.

Finally, for the organizations that are pre-planned to succeed, they are the result-oriented organizations. They are mainly profit oriented. These entrepreneurs, managers, board of directors, etc., are bent on succeeding, hence, any opposing agenda is tagged redundant and observed for possible retrenchment or sacking. In these organizations, lukewarmness is not allowed. You either be cold or hot so that managerial decision can be taken with immediate effect. These organizations are highly formal with well-defined established rules, regulations and processes that any form of laziness, slackness, docility, lackadaisical attitude, sleeping on duty, lateness, absenteeism, etc. are highly thwarted. For them, the new invention must take the organization up from where it was. Any change in the status quo that is directed towards upgrade and upliftment of the organization is highly welcome.

Significance

This theory is significant to the organizational part of human life. That is, it is applicable to any situation that is organized, being in the family, community, church, school, banks, government, for research, and even within the self. However, for the purpose of research, this theory will form the theoretical perspective that explains certain phenomenon in a research work. This theory will assist researchers to explain why organizations are hostile to positive or negative changes.

Conclusion

The idea for formulating this theory erupted from a submission I made to my department concerning the need for a researcher to determine his/her significance of the study while proposing a research work. It is a belief I held for three years that while still proposing a research, the researcher should not put the findings in mind. This will mean that he/she already knows the findings, thereby influencing the outcome and objectivity of the study. In my own view, how can I know who my work will benefit when I have hardly found anything? Wont I be made to say my work will benefit white people now, and my findings shows that my work will really benefit black people later? So, I was of the view that the significance of any study should come after the establishment of the findings. I was expectant that a thorough critique will be done on the issue, but it was painful to learn that the issue was discarded after a deliberation by my superiors. Nevertheless, while still very convinced that I may not be totally wrong, I came up with this idea that ok, maybe the organization is meant to be this way, hence, any input is not accepted – whether good or bad. This is the background and antecedent to this theory.

References

R & T, (2018). Future cars & spy shots. Retrieved February 20th, 2017 from <http://www.roadandtrack.com/new-cars/future-cars/>