



## Environmental Selection and Organizational Structuring: Steps Toward a Theory of Inertia and Adaptation in Organizations (Classic Reprint) (Paperback)

By William Ocasio

Forgotten Books, 2017. Paperback. Condition: New. Language: English . Brand New Book \*\*\*\*\* Print on Demand \*\*\*\*\*. Excerpt from Environmental Selection and Organizational Structuring: Steps Toward a Theory of Inertia and Adaptation in Organizations Empirical studies have found support for both inertia and adaptation in organizations. This paper provides a set of boundary conditions for explaining both organizational inertia and adaptation in organizational structures. We derive a set of testable proposition on (1) how the frequency and variability of environmental change affects the long-run survival advantages of structurally inert versus structurally transformable structure and (2) how under conditions of coercive environments, organizational slack and the costs of change affect inertia and adaptation of organizations. In the case of ambiguity, economic, political, and cultural factors all affect organizational structuring and the determinants of inertia, change, and adaptability. One of the principal unsolved problems in organization theory is the determination of inertia, change, and adaptation. The population ecologists (harman and Freeman, 1977, 1984, 1989) have successfully challenged the once-dominant view that organizations continually adapt themselves to their environment (lawrence and Lorsch, 1967; Thompson, 1967) and have established the concept of organizational inertia as a common characteristic of organizations. According to the population...



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