

Managing Human Service Organizations

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Introduction

The core issue in all organizations is to coordinate individual behavior on all levels in order to reach one or more common goals. This can be done indirectly through strategy and structure for the organization or directly by, for instance, leadership and incentives that affect individuals' ways of working. Organizational goals, strategies, structures and individuals' behavior contributing to organizational performance are the parts that, appropriately linked, together have a major influence on organizational effectiveness. This thesis addresses the topic of management in human service organizations (HSO) (Hasenfeld, 1983), including managing strategy, structure and individual behavior. The organizations in focus are hospitals, schools and social service agencies. A basic assumption is that human services are organizations that mostly share the features of modern organizations in general, but also confront special demands and prerequisites that make them partly different from other types of organizations. According to Hasenfeld (1983), human services are distinguished from other types of organizations by two key characteristics: they work directly with and on people whose attributes they attempt to shape and they are mandated to protect and promote the welfare of the people they serve. Both organizational management, in general, and the managing of human services, specifically, will be considered throughout this introduction.

Traditionally, there is a "top-down" relationship between the parts in the ideal chain of relationships from organizational goals to performance. Organizational strategies are, by definition, different ways of attaining organizational goals and in that sense "goal demand strategy". Further, Chandler (1962) noted in a historical analysis of the survival of organizations that the organizational structure must fit with the organizational strategy for the organization to be effective. In other words, "strategy gives structure" (i.e., structure follows strategy, in Chandler's words). The purpose of creating and maintaining an organizational structure is to influence and regulate the behavior of individual employees (Jacobsen & Thorsvik, 1998); in other words, "structure guides behavior". Lastly, organizational performance is mainly the result of the workers' behavior, thus the final step becomes "behavior creates performance". Thus, from the top to the bottom the chain becomes: "goal demands strategy, strategy gives structure, structure guides behavior and behavior creates performance". This chain serves as a model of thought, mainly to structure

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