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Theories of organizational change almost always involve a series of stages that lead a company and its staff from the way things are done today to how things should be done tomorrow. Whether or not the theory is successfully put into practice depends on what the innovation is and who comes on board.

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Organizational theory consists of many approaches to organizational analysis. "Organizations" are defined as social units of people that are structured and managed to meet a need, or to

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pursue collective goals. Theories of organizations include rational system perspective, division of labor, bureaucratic theory, and contingency theory. In a rational organization system, there are two significant parts: Specificity of Goals and Formalization. The division of labor is the specialization of individ

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