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制造组织系统的多生命周期设计

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摘要 针对重构频度增加所带来的制造组织成本与风险增大问题，引入组织生态学理念，给出了组织多生命周期的概念与多生命周期循环的判定条件．基于最优组织单元的结构与功能特性，阐明了制造组织多生命周期演进的机理;提出了以最优组织单元为基本结构模块，实现制造组织多生命周期循环的设计方法．该设计具有可实现组织核心能力的代际复制、进化与制造资源的跨生命周期共享，并可实现制造组织的快速重构，降低组织的重构成本与变革风险等潜在优点．

关键词 最优组织单元 组织生命 多生命周期 组织设计

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Design of the manufacturing organization system for multi-lifecycles

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Abstract

With the frequent increase in reconstruction, the rise of manufacturing organization cost and risk has become an increasingly important subject. From the point of view of the ecological organization theory, the paper proposes the concept of multi-lifecycle organization, and elaborates the definition qualification of organization multi-lifecycle circulation. Based on the structural and functional characters of the optimal organization unit, the paper presents the mechanism of organization multi-lifecycle circulation and evolution, as well as the design method for multi-lifecycle organization with the optimal organization unit as the basic structure cell. The method has the advantages of realizing organizational core competence duplication and evolution between generations and organizational resources cross lifecycle sharing, realizing the fast reconstruction of the manufacturing organization, and reducing the organizational reconstruction cost and the risk of organizational change.

Key words optimal organization unit organization life multi-lifecycle organization design

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