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TITLE OF DIPLOMA THESIS:

METHOD OF EVALUATION ORGANIZATIONAN HEALTH IN CONSTRUCTION
COMPANIES WITH THE USE OF ENTROPY

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ABSTRACT

It is a fact that the recurrent negative economic developments have caused rapid changes in the data of organizing and function of the business environment both nationally and abroad. Nowadays, and much more in the future, as the life of an organization becomes more complex and the characteristics of its environment are fluidity, uncertainty, competitiveness and the lack of funds, the maintenance of economic viability and the use of any appearing opportunities cannot only be left on the factor of luck. A scientific method of the evaluation of the organization situation is required, a method which will reflect accurately and reliably the position of the organization. For this purpose, a research procedure was conducted which had as a beginning point the detailed scrutiny of all the productive factors of an organization (human, economic, natural, technological resources) as well as the processes that are executed during the transformation from inputs to outputs. Following this, a thorough theoretical and practical approach of the organizational procedures, of the limits of the procedures and the ways they connect and are inter-dependent took place. The appropriate processes and sub-processes of an organization in general and more specifically of a construction organization were identified. After this, the critical factors which exert catalytic influence in the execution of the main processes were chosen. In parallel, having as our goal the holistic study of the subject, the detailed presentation and criticism of the existing methodologies of evaluating of the organizational situation was made. This was based on the study of the contemporary bibliography mostly foreign with the purpose to pinpoint their weaknesses. The gradual effort to find an innovative methodology followed, a methodology which on the one hand assimilates the positive elements of the existing methodologies and on the other hand moving a step forward, corrects the points in which they are at a disadvantage. The method which was proposed was based on the definition of the organizational health which was examined in detail. The focal point of a thorough study and research was the use of the theory of entropy from the field of thermodynamics, as a means of evaluation of the factors of organizational health. The final result is the mathematical illustration of a total index of organizational health which depicts accurately the inside picture of an organization.

KEYWORDS

organizational health, entropy, organizational performance, organizational health in construction companies, valuation methodology of factors.

