

Models of Organizational Decision Making

<u>Decision Making Steps</u>	<u>Rational</u>	<u>Bounded Rationality</u>	<u>Political</u>
1. Problem Identification	precise	simplified	dominant coalition defines problem
2. Search for Alternatives	exhaustive	limited, sequential	demand generation
3. Evaluate Alternatives	utility analysis	evaluate in relation to aspiration level	power mobilization
4. Select an Alternative	optimization	satisficing	legitimize status quo

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Models of Organizational Decision-making

- Garbage can model
- Non-rational
- People, alternatives, and problems get hooked together by chance
- Groups and people possess tools and try to find problems to solve
- Retrospective sensemaking