

## ORGANIZATIONAL ADAPTION

### Organizational Adaption

The title of the work being analyzed is “Organizational Adaptation” by Sarta, Durand, & Vergne (2021), published in the Journal of Management in 2021. The authors present an overview of organizational adaptation strategies, defining it as “the ability to turn external environmental disturbances into opportunities to improve organizational performance”(Sarta et al., 2021). They further explore how organizations can anticipate and react to expected changes in technology (e.g., digital transformation), market trends, and customer demands, as well as political and economic developments. Through these strategies, organizations can pivot their operations towards a more sustainable future that is better prepared for any changes or disruptions.

My thesis statement is that although there are many potential benefits to implementing organizational adaptation strategies, organizations should be cautious when

making decisions as they could disrupt existing processes and cause unintended consequences. However, with careful analysis and planning, businesses can successfully use these strategies to remain competitive in an ever-changing environment.

Organizational adaptation strategies can be used to increase efficiency, decrease costs and respond quickly to changes in the external environment. For example, a business may adapt its workforce by hiring or outsourcing employees with specialized skills to take

advantage of new opportunities. It could also look into ways to leverage existing technology to streamline processes and reduce costs. In addition, businesses can adopt strategies to improve customer service and develop new products or services. These strategies require careful consideration of the organization's resources, goals, and capabilities to be successful.

**[Use of Evidence]**  
The authors provide evidence and specific examples from the article to support their claims.

**[Use of Example]** The use of specific examples also adds credibility to the critique.

**[Structured Format]** This essay follows a structured format with an introduction, body paragraphs, and a conclusion.

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I find this article interesting because it provides a comprehensive overview of organizational adaptation strategies from multiple perspectives, including technological advancements, customer expectations, and political/economic developments. It also offers practical suggestions on how organizations can successfully apply various approaches to their operations for long-term success. Furthermore, the authors draw attention to potential challenges that may arise from these strategies, such as resistance from employees or unexpected costs associated with implementation. This article is an invaluable guide for executives who are considering any type of adaptation strategy, as it provides valuable information on what to expect and how to best prepare. It also serves as a reminder that organizations must stay agile and proactive if they want to succeed in the long run. Ultimately, organizational adaptation strategies can be a key factor in staying competitive and innovative in a rapidly changing environment. It is important to note that successful organizational adaptation strategies require considerable effort from both leaders and employees. Leaders must create an atmosphere of trust and open communication to foster collaboration, while employees must be willing to learn new skills or adopt new processes to effectively implement the strategy.

**[Critical Analysis]**  
This essay provides a critical analysis of the article, evaluating different perspectives and identifying strengths and weaknesses.

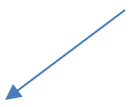
**[Clear Purpose]**  
The purpose of this essay is to evaluate the effectiveness of organizational adaptation strategies in business and to provide an analysis of the article.

On the other hand, I do not agree with all of the points made throughout this paper. For example, I feel like some points are overly simplified, which makes them difficult to implement in practical scenarios where there are many variables at play, such as cost implications or cultural differences between stakeholders that need to be considered before taking action. Additionally, I think the authors could have provided more concrete examples of how organizations can effectively apply these strategies instead of simply outlining them theoretically without much detail on implementation or results-tracking frameworks, which would have made them more tangible and easier to replicate in real-life scenarios.

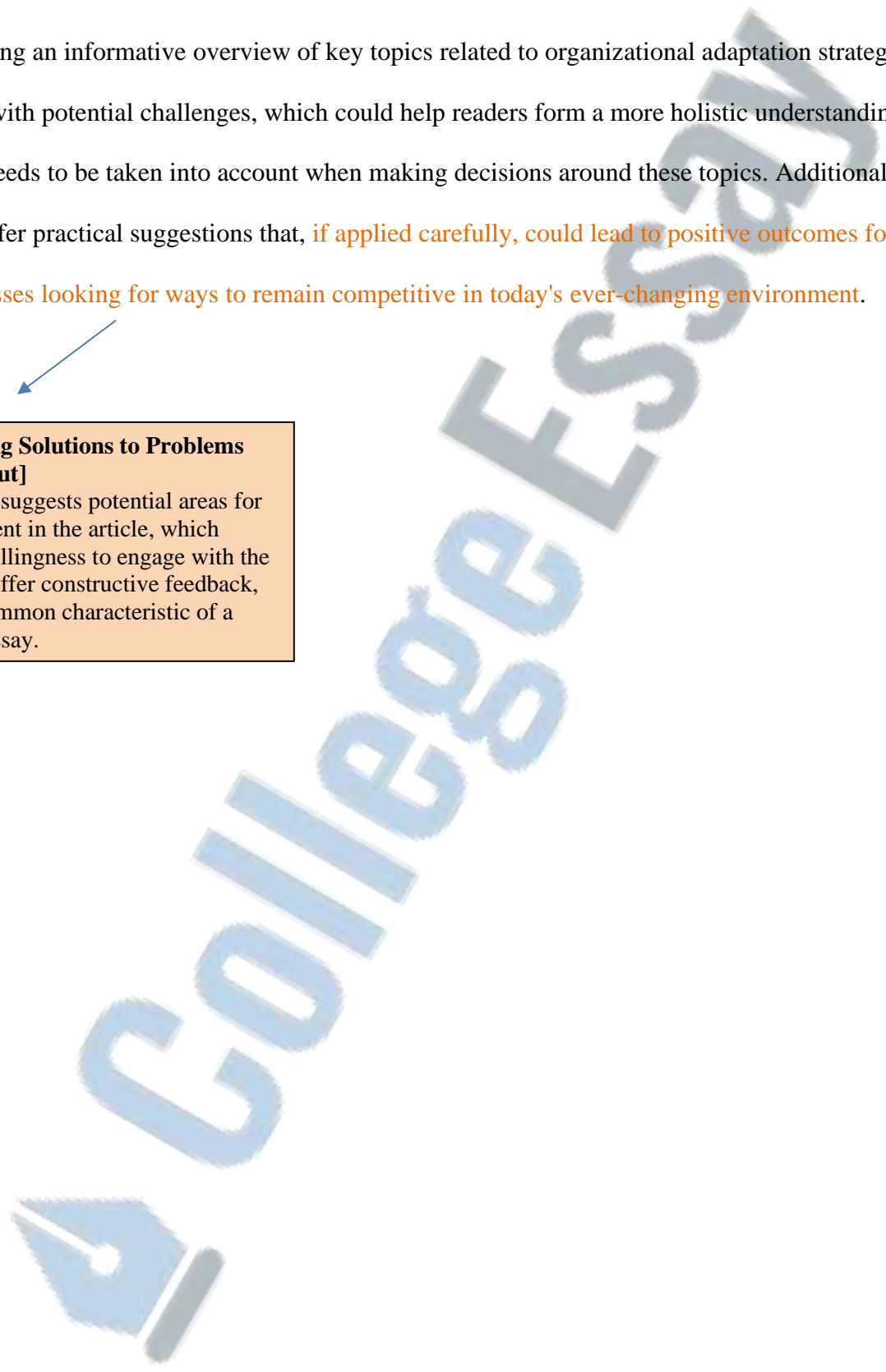
**[Critical Analysis]**  
The writer expresses their evaluation of the arguments, which demonstrates critical thinking and analysis, a common characteristic of a business essay.

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Overall however, I believe that the authors have achieved their intentions and goals by providing an informative overview of key topics related to organizational adaptation strategies along with potential challenges, which could help readers form a more holistic understanding of what needs to be taken into account when making decisions around these topics. Additionally, they offer practical suggestions that, if applied carefully, could lead to positive outcomes for businesses looking for ways to remain competitive in today's ever-changing environment.



**[Suggesting Solutions to Problems Pointed Out]**  
The writer suggests potential areas for improvement in the article, which shows a willingness to engage with the topic and offer constructive feedback, another common characteristic of a business essay.



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**References**

Sarta, A., Durand, R., & Vergne, J.-P. (2021). Organizational adaptation. *Journal of Management*, 47(1), 43–75.

