

Research on Organizational Structure Optimization Based on the Theory of Isomers

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Abstract: The aim of this study is to explore an organisational structure optimisation approach based on the isomerism theory in order to enhance corporate performance. Firstly, isomerism theory is introduced, including its definition, classification and characteristics. Subsequently, the application of isomerism theory in organisational structure is analysed and the importance of organisational structure optimisation for enterprise development is pointed out. Then, new trends in organisational structure optimisation are discussed, including flattening, decentralised decision-making and team work. Finally, based on the isomerism theory, suggestions for organisational structure optimisation are presented, including finding organisational DNA and building holographic teams. The study shows that organisational structure optimisation can effectively improve corporate performance and provide a new path for corporate development.

Keywords: Isomers; Organizational Structure Optimization; Holographic Team; DNA

1. Introduction

Whether in nature or in human society, the structure is the common property of all the material. Human understand the nature of the material world through continuous observation and comparison about different forms of material structure and the internal structure. All the material has its own structure. Material characteristics, type, performance, function, quality, efficiency and so on are also different with structure different. In the case of enterprise management it is similar, there is different economical value with different economic; there may have different benefits with different industrial structure in different

regions; there will get different labor productivity with different structure of the human talent and different organizational structure Corresponding to different management and cost-effective management.

2. Theory of Isomers

2.1 What Are Isomers and Isomerism?

Isomers are molecules that have the same molecular formula, but have a different arrangement of the atoms in space.

Isomerism means the phenomenon of the existence of isomers; the complex of chemical and physical phenomena characteristic of or attributable to isomers; the state or condition of being an isomer [1].

2.2 Characteristics and Classification of Isomers

There are two main forms of isomerism: structural isomerism and stereoisomerism. In structural isomerism, the atoms are arranged in a completely different order. This is easier to see with specific examples.

What follows looks at some of the ways that structural isomers can arise. The names of the various forms of structural isomerism probably don't matter all that much, but you must be aware of the different possibilities when you come to draw isomers.

For example, there are two isomers of butane, C₄H₁₀. In one of them, the carbon atoms lie in a "straight chain" whereas in the other the chain is branched. Its molecular formulas and compositions are shown in Figure 1.

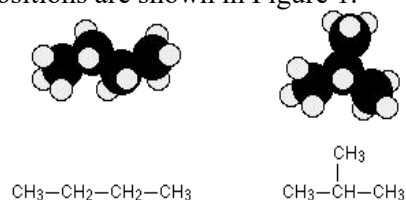


Figure 1. Two isomers of butane

In structural isomers, the atoms and functional

groups are joined together in different ways, as in the example of propyl alcohol above. This group includes chain isomerism whereby hydrocarbon chains have variable amounts of branching; position isomerism which deals with the position of a functional group on a chain; and functional group isomerism in which one functional group is split up into different ones.

In stereoisomers the bond structure is the same, but the geometrical positioning of atoms and functional groups in space differs. This class includes enantiomers where different isomers are non-super imposable mirror-images of each other, and diastereomers when they are not. Diastereomerism is again subdivided into conformational isomerism (conformers) when isomers can interconvert by chemical bond rotations and cis-trans isomerism when this is not possible. Note that although conformers can be referred to as having a diastereomeric relationship, the isomers over all are not diastereomers, since bonds in conformers can be rotated to make them mirror images.

3. Isomerism in Organization

“Change” is the theme nowadays. However, when treating with “change”, people only know from quantitative change to quality, but few people understand and are not concerned about the amount of change in the conditions, if we change the structure, we can cause a qualitative change. Today's society has entered the era of low-profit [2]. It will be more and more difficult for us still to rely on the “quantity” to promote enterprise development, then we should start from the structure optimization to lead business to a new path of development.

In human society, structure optimization could be found everywhere such as planting structure adjustment, industrial structure changes, the optimization and upgrading of economic structure, upgrading of product structure, improvement of the quality of our manpower structure, and so on, which are designed to increase the output and efficiency in order to strengthen the competitiveness of the market, In accordance with improving their own scientific and technological level, product quality, product variety, service quality and expanding the scope of the marketing department of human talent for leadership. In short, restructuring, transformation and

innovation are to promote economic development, social progress, to improve the human beings quality ta very effective way.

If an enterprise does not have a good organizational structure relationship, it would be in a state of confusion. Structure determines function. The diamond is harder and more valuable than the graphite key to their different structure. The organizational structure is the carrier to achieve strategic objectives and construct core competitiveness, and it is also a platform by which employees play their respective advantages and access to their own development.

4. Isomers in the Process of Organizational Structure Optimization

4.1 The Meaning of Organizational Structure Optimization

Organizational Structure Optimization (OSO) of enterprises means to adapt the structure to dynamic business strategy, in essence, as well as the re-selection process of organizational structure of enterprises in small and even large-scale. It also meets the essential requirement of outside world to adapt to the dynamic business environment.

4.2 The New Trend of Organizational Structure Optimization

The organizational structure could measure the complexity, standardization and centralization of the organization, and which is the means to achieve its objectives in line with the authorities. In order to establish an efficient organizational structure to achieve business organizational functions and enhance economic efficiency, whether scientists or managers have never stoped exploring on the organizational structure design. In recent years, the management research shows that the organizational structure of the modern enterprise has shown some new trends, just as Fig 2 shows.

The new trend of OSO has five different development branches. Generally speaking, they have the following characteristics:

The original pyramid structure of the enterprise is broken. organizational structure tend to flat by reducing the level of redundancy and creating a compact flat organizational structure, so that the organization become more flexible and

sensitive and improve the efficiency [3].

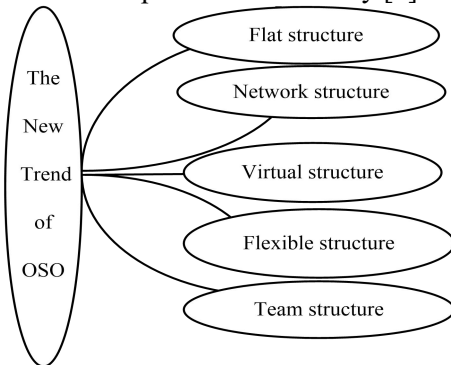


Figure 2. The New Trend of OSO

Decision-making methods have also changed from centralized decision-making power to spread.

The work team appears in large numbers. Each task is not broken down into a lot of steps coordinated by the manager, but charged by a team with different knowledge and skills staff in all the workflow steps [4].

4.3 Recommendations on Organizational Structure Optimization Based on the Theory of Isomers

Enterprises should consider its own reality and can not set our targets too high in the process of OSO [5]. The most advanced forms of organization is not necessarily suitable for the development of enterprises. If it is possible, optimizations should have its own innovation [6]. Linear functions of the organization, the matrix structure, the division structure, the network structure, team structure which have a certain amount at the same time, the reasons for this is that “only appropriate is the best” to consider the political and cultural environmental factors as well as industry factors [7]. Therefore OSO should be based on its management strategy and seek the appropriate organizational structure and the model their own in the process of fully analysis and diagnosis, which is the only rule for OSO.

4.3.1 To find the DNA of organizational life
Deoxyribonucleic acid, or DNA, is a nucleic acid molecule that contains the genetic instructions used in the development and functioning of all known living organisms. The main role of DNA is the lon-term storage of information and it is often compared to a set of blueprints, since DNA contains the instructions needed to construct other components of cells, such as proteins and RNA molecules. The

DNA segments that carry this genetic information are called genes, but other DNA sequences have structural purposes, or are involved in regulating the use of this genetic information.

DNA is the genetic code to open and understand human life. Unpredictable sequence of gene decides the characteristics of human genetic variation. Some scientists regard the genome map as a guide, or the periodic table in chemistry and else some scientists regard it as dictionary. No matter the angle from which to explain, it has epoch-making significance to crack the human genetic code itself. If we can research deep into the lives of internal mechanism in enterprises gene and can crack the organizational genetic code, we will prevent organizational disease and promote it healthy development, by which we can extend its life.

Enterprise is a living organization, but a lot of people have regarded it as a lifeless body to operate and a machine to make money. They do not understand the sickness, death and emotions about it. Some people work all their life in a company only seeing what he's feeling and see only the form of external organization. They do not probe deeply into the internal organization to really understand the business. We must constitute the organization from the smallest cell of life to open the organizational life's genetic code.

4.3.2 To constructe holographic team

Holography was invented in 1947 by Hungarian physicist Dennis Gabor, work for which he received the Nobel Prize in Physics in 1971. Though holography is often referred to as 3D photography, this is a misconception. A better analogy is sound recording where the sound field is encoded in such a way that it can later be reproduced. In holography, some of the light scattered from an object or a set of objects falls on the recording medium. A second light beam, known as the reference beam, also illuminates the recording medium, so that interference occurs between the two beams [8]. The resulting light field is an apparently random pattern of varying intensity which is the hologram. It can be shown that if the hologram is illuminated by the original reference beam, a light field is diffracted by the reference beam which is identical to the light field which was scattered by the object or objects. Thus, someone looking into the

hologram 'sees' the objects even though it may no longer be present. There are a variety of recording materials which can be used, including photographic film.

(1) Production of holographic team

In the mid-1980s, professor Zhang Yingqing in Shandong university transplanted “holographic” to the field of biology, and proposed that organisms are formed by holographic embryo which belonging to a different level and differentiation degree. In multicellular organisms, the cell is in a low-level functions and similar holographic embryo. “Holographic” concept is transplanted into the field of business organizations here. As the development of the material structure theory let us aware of the minor structure, it is conceivable that the material is composed of molecules, the molecules are composed of atoms, the atoms are in turn composed of protons, neutrons and the electronic components. With the invention of the microscope we really see the electronic movement around the nucleus. This natural phenomenon should also be similar with human society. The state of society is made from a variety of national organizations and organizations are also composed of members. And between them, there should be a hologram team, and should not only be separated departments [9]. The traditional sectors are just as assembly machinery parts. Tab. 1 shows component relationship of the inorganic, organic and human society.

Holographic team enrich or refract or holographic reflect the overall objective of the organization, and have target focused on. Holographic team not only keep reunification with the overall goal of organization, but also fulfill its own unique features.

Table 1. Comparing the Composed Relationship

Inorganic matter	All objects	Molecules	atoms
Organic matter	All organism	Holographic embryo	cells
Society (Nation)	All organization	Holographic team	Individuals

(2) Personnel composition of holographic team
In accordance with the arrangements for the mission team, The team members are all selected from the original structure, and through professional training re-form holographic team. In the arranging work we

should place the right people on the right posts which are suitable for his expertise and the ability, which is more important than the product itself. To be successful, it is critical for our enterprises to value a talented person from the strategic angle, to use, develop, keep, and encourage employee reasonably [10].

The following is to talk about how to equip the members in holographic teams from both sides (groups and individuals).

To form the best group structure: Managers should be able to find a good combination of organic individuals, and to achieve the best performance of the group structure. The group structure does not require every member of the group have the same ability, but these people can have their own level of expertise, their own advantages, different personalities, different age and it must be under the leadership of a key man to achieve a harmonious complement and psychological compatibility each other for a common goal. The require for the staff structure of the group is somewhat similar to the chemical “isomers”, as a result of carbon atoms arranged in a different order, resulting in the formation of the soft texture of graphite and diamond hard. Similarly, the group structure could arise different performance certainly. First, the key man should have both ability and political integrity to allow people convinced that he is willing to continue to lead the members to work. Secondly, to seek “heterogeneous complementary” to prevent “the same repulsion”. Therefore, the group structure could be configured intelligence, knowledge, age, temperament, and so all different, so that they will be reasonably intelligent to mix of knowledge and can complement each other in order to promote the work smoothly.

To stimulate the enthusiasm of individuals: As an organic entity, the quality of personnel is different, how to make these different types of people full play his strengths becoming a key problem to any good manager. First of all, to many people, managers must have full confidence in, use them boldly, charge with the responsibility and arrange them to engage in challenging work, give them the opportunity to display their talents so that they feel in the future development of enterprises they can not be separated from this fertile soil. So they will have their sense of responsibility and mission to lead a successful enterprise. Second, to

strengthen guidance and encourage, because of the environment and other factors, some of the capable, strong man will lose their enthusiasm for work. These people have great potential, because of their technology, the ability, but the lack of ideals and self-development. Managers should step up ideological education and help them construct a clear vision, goals and objectives, and seize the opportunity to carry out a spur to encourage, then inspire them to be work initiatively. Such a job only need you invest alittle, then you will get good results, so managers should do it all out.

To ensure effective communication: Communication is the lifeblood of any organization. Managers should establish an open and transparent communication environment, encouraging team members to express their opinions and suggestions. This not only helps to gather diverse ideas but also makes team members feel valued and respected. Regular meetings and feedback sessions can be organized to discuss project progress, address issues, and plan for future developments. By doing so, managers can ensure that all voices are heard and that the team is aligned with the organization's goals.

To foster a collaborative culture: A successful holographic team thrives on collaboration and synergy among its members. Managers should promote a culture of teamwork where individuals are encouraged to work together, share knowledge, and support each other. This can be achieved by organizing team-building activities, collaborative projects, and cross-functional training programs. When team members understand the importance of working together and appreciate the value of each other's contributions, the team's overall performance and productivity will improve significantly.

To maintain a positive team environment: A positive and supportive atmosphere is crucial for the success of a holographic team. Managers should recognize and reward the efforts and achievements of team members, which can boost morale and motivation. Celebrating milestones and successes, no matter how small, can create a sense of accomplishment and unity within the team. Additionally, providing opportunities for professional development and growth can help team members feel invested in and valued by the organization, further enhancing their

commitment to the team's objectives [11].

To ensure continuous improvement: The journey of a holographic team is one of continuous learning and adaptation. Managers should encourage a culture of innovation and improvement, where team members are not afraid to experiment and take calculated risks. By fostering an environment that supports learning from both successes and failures, the team can evolve and refine its processes and strategies. Regular reviews and assessments can help identify areas for improvement and ensure that the team remains agile and responsive to changes in the organization's needs and the external environment.

5. Conclusion

This study explores an organizational structure optimization method based on isomerism theory, aiming to improve corporate performance. Research results show that organizational structure optimization can effectively improve corporate performance and provide new paths for corporate development.

The isomerism theory provides a new perspective for organizational structure optimization. Isomers have the same molecular formula but different spatial arrangements. The analogy to the organizational structure means that even if the size of the organization remains unchanged, performance improvements can be achieved by changing the organizational structure.

Organizational structure optimization is the key to enterprise development. A suitable organizational structure can improve organizational efficiency, enhance the core competitiveness of the enterprise, and promote the personal development of employees. Therefore, enterprises should continuously optimize their organizational structure according to their own development strategies and external environment.

Organizational structure optimization presents a new trend. Modern enterprise organizational structures are moving towards flattening, decentralized decision-making and teamwork. This trend can improve organizational flexibility, response speed and decision-making efficiency, thereby better adapting to rapidly changing market environments.

Optimization method based on isomerism theory: Searching for organizational DNA: In-depth study of the internal mechanism of the

enterprise and mining of organizational genes to prevent and solve organizational problems and promote healthy organizational development. Build a holographic team: Establishing a holographic team with clear goals, reasonable structure, complementary members, smooth communication, and efficient collaboration can fully unleash the team potential capability and improve organizational performance. Future research directions:

Further study the application of isomerism theory in organizational structure optimization and develop more effective optimization methods and tools. Explore best practices for organizational structure optimization in different industries and organizational types. Study the relationship between organizational structure optimization and corporate performance, and establish a quantitative evaluation model. All in all, organizational structure optimization is an important way to improve corporate performance. Enterprises should actively embrace changes and constantly explore and practice new optimization methods to adapt to the rapidly changing market environment and achieve sustainable development.

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