

A Method for Reconciling Dynamic Complex Conflicts among the Hierarchy of Objectives.

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It is important for each organization to construct the hierarchy of objectives. The hierarchy of objectives can coordinate different parts of organization to work. Unfortunately, there are conflicts among the hierarchy of objectives, which make organization work poorly. However, popular management approaches, such as MBO, the balanced scorecard, and so on, can only deal with conflicts among "behavioral complex" objectives, but rarely can deal with conflicts among "dynamic complex" objectives. This paper focused on conflicts among dynamic complex objectives. Firstly, we reviewed some cases and literature to classify conflicts among dynamic complex objectives. Then, we proposed a method for reconciling the dynamic complex conflicts among the hierarchy of objectives. The method was developed for a system dynamics model developed for a client organization. It adopted the Fourier series instead of the original policy to act on the local decision point of the model. In the meanwhile, it used the Powell optimization algorithm according to the global objective of the model to find the value of the parameters of the Fourier series. The Fourier series with the parameter value can produce optimal trajectory of the local decision point. That is the local objective which will naturally match with the global objective of the organization.