

# On the History of Internal Model and Future Organizational Structure

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**ABSTRACT.** *when the management mode of enterprises in the future is completely changed by the external environment, and the stable and cooperative relationship between internal and external organizations is realized, those enterprises with advanced ideas will take the lead to create exponential and rapidly growing enterprises, and a group of mercenaries in the new era who are attracted by a certain enterprise vision or ignited by a project will become the future Come to the main force in the field. They have unlimited potential and can create more empowerment.*

**KEYWORDS:** *Organizational structure, Internal model*

## 1. Introduction

In the 19th century, Frederick Taylor realized the importance of planning and management in his work. He first proposed the optimization of labor tools and wage system. He changed the former fixed hourly wage to the ladder wage, and used accurate data measurement (standardized assessment of the quality and quantity of products manufactured by workers) as the basis for wage rating, thus stimulating The potential labor value of employees and the establishment of a stable and sustainable relationship between employers and employees.

In the 20th century, Mayo emphasized the social attribute of employed workers, created the “interpersonal relationship management theory”, and further promoted the extension of business motivation research, leadership and employee psychology. With the gradual maturity of business strategy, entrepreneurs bring the organization (human resources) into the important link of business management process, in order to achieve the common goal, contribution and information exchange between employees through an overall system, and ultimately improve productivity through this management. Since 1950, the company has encouraged employees to create value and declare corporate social responsibility. Since then, products, responsibilities, humanistic care and encouragement have become the focus of attention. Until now, we can still find these traces in the internal management mode of any enterprise.

## **2. Internet, Big Dataartificial Intelligence**

With the rise of the Internet, big data and artificial intelligence, human beings begin to adapt to the high-speed online development, but this does not mean that the management mode of the real industry is abandoned in the original state. It is based on the new external market environment and sprouted a more suitable for information and data development model - index organization and peer management were created. Although so far, we rarely see the company fully implement this management method, but we are increasingly aware of its importance, as well as the impact on the future organizational structure.

With the growth of asset light enterprises, a large number of inherent labor force has been replaced by the employee system that needs to be employed on demand. The grand and transformational ideological goal has become a new benchmark pursued by enterprises. They can attract the cooperation of external personnel and internal personnel. The traditional post employment relationship has undergone subtle changes again. In the future, there will be a lot of human resource structure reform. The internal organization will maintain a small number of core members (less than 6 people) to complete the management work which needs high loyalty to the enterprise. They will play a similar role of supervising workers. Most of the work will be replaced by temporary labor in order to maintain low cost, high efficiency, and reduce the lag of professional ability of permanent employees. The recruitment of these temporary workers is likely to be achieved through a platform built on the mobile Internet. In this automatic platform, the construction of employees' credit system has become a key choice factor. Even the release of a project can attract countless related professionals to fight for it, and these professionals will be cultivated into external organizational forces for sustainable cooperation in the task of continuous release.

## **3. Human Resource Model**

Based on such a human resource model, the traditional business model of Enterprise Association has been broken. Business is divided into different projects according to different needs and even different fields. At the same time, hierarchical system management is facing the fate of being replaced. People no longer rely on departments to assign tasks, but spontaneously pass items According to the needs of the project itself, the team management will automatically generate the leader through specific rating algorithm according to the project. Everyone has equal opportunity to become the project manager. Every temporary employee no longer appears as an employee, but exists as a node. The disadvantages of backward department management will be replaced by the new generation of the same level management. The way of assigning tasks and feedback tasks at different levels will also be redefined as network management. Temporary employees have equal opportunities. The original enterprise management and control system has become the supervision of credit process. The creation that cannot be carried out due to the interference of the superior's inherent thinking will be released from the closed

environment, and the ability of each key task as a node will be gradually developed. Out, they determine the completion degree and completion standard of a project through real-time tracking and data evaluation of remote system, and generate new credit standards for the next cooperation.

#### **4. Conclusion**

When the management mode of enterprises in the future is completely changed by the external environment and the stable collaborative relationship between internal organizations and external organizations is realized, those enterprises with advanced ideas will take the lead in building exponential and rapidly growing enterprises with geometric magnification. A group of mercenaries in the new era attracted by a certain enterprise vision or ignited by a project will become the future field The main force in. They have unlimited potential and can create more empowerment.

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