Capítulo 3

El comportamiento en las organizaciones

Los sistemas de control de gestión influyen en el comportamiento humano. Los buenos sistemas de control ejercen esta influencia de manera congruente con las metas; es decir, se aseguran de que las acciones que emprenden los individuos para alcanzar metas personales también sirvan para lograr las metas de la organización.

Comenzamos este capítulo explicando el concepto de congruencia de la meta y cómo influyen en ella las acciones informales y los sistemas formales. Los sistemas formales pueden dividirse en dos categorías: las "reglas", en un sentido amplio, y los métodos sistemáticos para planear y mantener el control.

En cada tipo de organización se usan distintas estructuras para implantar las estrategias; un buen sistema de control de gestión debe diseñarse para que concuerde con una estructura particular.

En la última sección del capítulo describiremos la función del contralor, que es la persona encargada del diseño y la operación del sistema de control de gestión.

Congruencia de las metas

La alta dirección quiere que la organización alcance sus metas, pero los individuos tienen sus propias metas, que no necesariamente coinciden con las de la organización. El objetivo central de un sistema de control de gestión es asegurar, en la medida de lo posible, el mayor grado de lo que se llama "congruencia de las metas". *En un proceso congruente con las metas, las acciones que la gente toma de acuerdo con lo que concibe que son sus intereses, también deben estar conformes con lo que es mejor para los intereses de la organización.*

Obviamente, en nuestro mundo imperfecto, la congruencia exacta entre las metas de los individuos y las de la organización no existe, por la sencilla razón de que los individuos quieren tanta paga como puedan obtener, mientras que la organización sostiene que los salarios pueden aumentar únicamente en la medida en que no afecten las utilidades.

Un sistema de control adecuado por lo menos evitará alentar a los individuos a actuar en contra de los intereses de la organización. Por ejemplo, si el sistema

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