

Effectiveness Of Using The Mc Kinsey 7s Framework Model In Assessing Organizational Performance: A Systematics Review

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Abstract

Background: Problem organization is not only a problem individual, however problems many people. Organizations face various related issues and challenges with performance source power people, facilities, infrastructure, targets, technology skills, etc. **Method:** The study method is Systematic Review. Destination in a study is for knowing the effectiveness of using Model MC Kinsey 7S Framework in evaluating performance organization. Criteria inclusion is article-themed research MC Kinsey 7S Framework model and assessment organization. Whereas criteria exclusion is designed systematic review research, journal no could be accessed in full. **Result:** Study results journal of 25 journals based on a search using PRISMA 2020 shows that there is something in use McKinsey 7S Framework models that are as method assessment, development, and evaluation something organization. Model MC Kinsey 7S Framework gives an alternative tool for operating and upgrading performance organization. Framework thorough work about how element organization consisting of 7S namely Strategy, Structure, Style, Staff System, Skill, Shared Value, can be used for reach effectiveness organization. **Conclusion:** Use The Mc Kinsey 7S Framework model can be used in all field good Health, Technology, Communication, Industry, Banking, etc. this model offer a framework for comprehensive work and can aligned to reach effectiveness in something organization so that the use of this model is very effective for evaluating performance organization. Use The Mc Kinsey 7S Framework model can also support SDG's 16 (Sustainable Development Goals) Accountable Institution, where the use of this model aims for development sustainable for the effectiveness of the organization. Evaluate organization for reach target good physical, financial, and benefits for smoothness implementation Duty general government and service society.

Keywords: SDG's 16, Accountable Institution, Mc Kinsey 7S Framework Model, Effectiveness Organization

Introduction

The organization is something complex system in all field, problem organization not only problem individual only, but the problem many people. Organizations face various related issues and challenges with performance source power people, facilities, infrastructure, targets, technology skills, etc [1]. Complex problems in the organization could conduct with disruptive interventions in structural programs with methods systematic in solve problems faced by the organization. However, intervention by the organization not enough appropriate so the problems faced no could resolved with good. [1]. Many factors cause intervention that does not right, one problem is not enough appropriate to enforce diagnosis problem organization. Inaccuracy diagnosis problem caused no there is instrument evaluation standard organization in evaluating performance organization.

Evaluation of performance and evaluating organization are important in building more organization good. The model that is often used is the McKinsey 7S Framework model. This model was developed in the early 1980s with the assistance of Julien Philips and Anthony G. Athos by a consultant named Tom Peters, and Robert Waterman, who works for company consultancy McKinsey and the Company. this model many used by

academics and practitioners and remains be one tool in planning the most popular strategic (Şalvarlı & Doğu, 2018). this model has dynamic and instrumental applications active in setting organization. [2]

Four steps are important to follow in model implementation. First analysis and structure moment this, identify shortcomings and elements that are not effectively related to internal organizational processes, values, vision, and mission together. Step second, determining the target of changes that will be achieved and the transformation that can be applied to the organization. In step, third compose goals, work steps, and plans actions, and steps final is restructuring following plan. [2]

this model show emphasis on the role played by sources of power human ("soft S") in increasing organization performance, then emphasizes strategic traditional in production bulk in the form of capital, facilities, and equipment. this model offers a framework for comprehensive work about how about 7 elements of an organization: Structure, Strategy, Skills, Staff, Style, System, and Shared Values, can align to reach effectiveness in something organization. Model the think that for the organization working by effectively, all elements structural must align. Besides that, change in one element possibly has a " domino effect " on the others, so need organization- alignment for effective function. [3]

Method

The study method is Systematic Review. Destination in the study is for knowing the effectiveness of using McKinsey 7S Framework models in evaluating performance organization. Method search use Prism chart 2020, search literature for authenticity research this conducted with literature review use keywords " Model 1 Mc Kinsey 7S Framework" AND "Assessment Organizational Effectiveness " "the start year 2019 8 until with 202 1 . Search results 8,430 articles were found however only 25 articles match with criteria research. Article found from Scopus, ScienceDirect, ProQuest, PubMed, google scholar

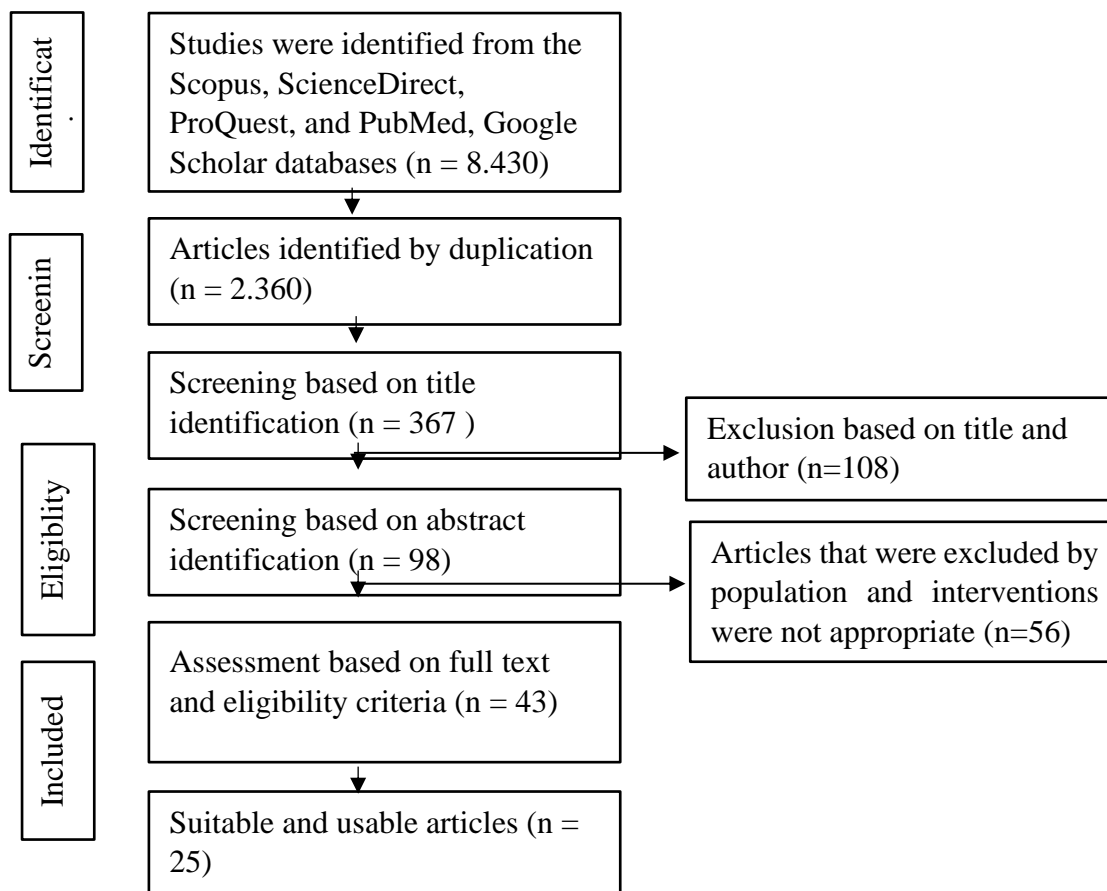


Figure 1. Literature Search Using Prisma 2020 User Effectiveness of the Mc Kinsey 7S Framework Model in Assessing Organizational Performance (Systematic Review)

Research Results

Appropriateness Literature Review

After conducting a search journal based on criteria inclusion and exclusion. Next conducted study journal obtained 25 articles of decent research for included in a systematic review of various countries such as South Korea, Baton America, Indonesia, Poland, USA, Kenya, Turkey, Thailand, United Emirates Arab, South Africa, India, Colorado, Germany, UK, with amount sample study as much total 4,077 samples. As for the 25 articles, 3 articles can be obtained manifold qualitative, 3 articles manifold quantitative and qualitative, 2 articles research and development type, 3 articles manifold case study, 5 articles manifold cross-sectional, 5 articles manifold survey and descriptive, and 4 articles manifold explorative

Table 1.1 Results of Review of Journal Articles

Paper ID	Industry (Field)	Result
7S Model for Technology Protection of Organization (Park et al., 2021)	Technology	Research results show that element score most significant together influence ability that . The remaining elements influence ability per shield only technology I follow order from the biggest to the least effect : staff , strategy, structure , system , style , and skills . Finding this highlight importance develop awareness will the need technology . Protect just in between all member organization .
A Change Management Case Study for Safe Opioid Prescribing and Opioid Use Disorder Treatment (Sokol et al., 2020)	Medicine	Lewin and 7S models from change could Becomes an approach that help for train transformation because they confess system , culture , and individual in something organization that must fixed for start change and make it stable and wheezing continued . Other practices involved drag on transformation sort of that could consider this model as guide
Cluster Analysis Based on McKinsey 7s Framework in Improving University Service (Jollyta et al., 2021)	Education	Approach grouping based on seven element McKinsey framework can used for increase service academic and administrative tra . in university During pandemic . Cluster
Evaluating Organizational Performance of Public Hospitals using the McKinsey 7-S Framework (Chmielewska et al., 2022)	Health	Consistent with existing literature , factors social proven play more roles significant in management and because that they worthy get careful attention and more many confession when identify and improve.aspects influencing key performance organization house sick general . Element technical (strategy, structure , system) is important , but proven have effect limited to operation directed organization for ensure function effective house sick general
Implementing Mckinsey 7S Model of Organizational Diagnosis and Planned Change, Best Western	Hospitality	The McKinsey 7s model delivers approach holistic and interconnected Among variable level individuals , groups , and organizations coincide with s BW 's strategy for by effective open energy organization

Italy Case Analysis (Ghadeer Odeh, 2021)		
Influence of Mckinsey Framework on Competitive Advantage of Firms in the Telecommunication Industry in Kenya (Kellen Nyawira Njeru & Dr. Paul Kariuki, 2019)	Industrial production	Study this also concludes that staff have influence positive and significant to superiority competitive company teleko communication in kenya and when a organization involved in improved practice right competence staff like staff pe training and development , performance staff and appraisal and promotion and compensation staff , that increase right superiority competitive .
Strategy Typology, Organizational Factors And Performance Of Freight Forwarding Companies In Keny (Gakere et al., 2020)	Technology	Formulate and implement improved strategies right performance organ nization . Implication from favorite find theory based source power in companies that could reach superior performance with me develop source base power them . In dina mica l engkung an market, however , source VRIN power will be in compete and because that no can Becomes source from superiority competitive keep going tan. Then RBT is possible fail for resolve influence strong market dynamism and evolution from time to time
Modern Office Management: Mckinsey 7s Framework (Mrs. Anong Malivan & Miss Kunyaphat Thanakunwutthirot, 2019)	Education	First , management and staff office technology information must collaboratively and share strategies, structures , and values new upgraded too as share the same enthusiasm . Second , skills staff must trained and trained return for new models . Third , style and system must engineered repeated and addressed for Becomes level tall refinement , capable permanent survive , able win hood opportunity new .
Organizational Development Interventions To Solve Performance Management Challenges (Dr. Turki Fahed Al Masaeid, 2020)	Company and business	After analyze performance organization through application Mc 7S Framework Kinsey, this for m e conclude that there is various gaps in structure , system , style , skills and staff organization . It situation company moment this has analyzed and issues the is reason why company failed miserably then for ensure income her .
Influence Of The Millennial Talent Management Strategies On The Performance Of Commercial Banks In Kenya (Kaburu & Nzulwa, 2020)	Finance	Commercial bank have a corporate branding strategy haan . The bank's CSR program is related with business strategy and employees they bound strong with customer them . Company branding haan allow effort marketing for with easy target the most appropriate segment for offer product . Branding differentiates destroyer haan with style live , geography , and factors social economy
Organizational Effectiveness with Mckinsey 7s Model	Health	Show that all variable effectiveness organization with McKinsey 7S Framework Model approach is significant on Health Center Performance with T-test value > 1.96. MC Kinsey 7S Skeleton

Approach on Public Health Center in Madura, Indonesia (Sukartini et al., 2020)		Organization Effectiveness could applied as rules and commitments together between health and health center easy monitored and evaluated
Shaping The Organizational Architecture For Sme Survival: A Case Of Nascent Small Restaurants In Durban (Zwane et al., 2019)	Company and business	Studies this conclude that when planning , leading and organizing activity shaped architecture people -oriented organization , there is also a need for more attention on element hard such as strategy, system , and structure for increase continuity new life born restaurant . Study moment this is step key for investigate contextual , dynamic and systemic understanding about how SME management forms architecture new organization born SMEs, no only in industry restaurant but also others so that capable endure for five years first operate in African setting .
Utilizing Mckinsey 7s Model, SWOT Analysis, PESTLE and Balanced Scorecard to Foster Efficient Implementation of Organizational Strategy. Evidence from The Community Hospital Group- Ghana Limited (Bismark et al., nd, 2018)	Health / Company	Mckinsey 7s models and more tool such as PESTLE, BSC and SWOT Analysis have been Becomes the most professional tool used institution for evaluate performance organization by whole . In study this , above mentioned tools used for ensure analysis deep about performance Community Group House Sick in Ghana. Analysis technique survey used for study this for investigate operation daily from seven main units organization in five branches company .
Continuous Improvement in Assurance of Learning through Institutional Assessment Infrastructure Innovation (Myers et al., 2020)	Education	Show value McKenzie's 7s model (Waterman, Peters, and Phillips, 1980) as effective tool for review and mening say effectiveness institution education in support academic and learning programs and yield students . Next step from studies exploration this is focus on action recommended strategy to institution for a mature aspects for repair .
A Model For Integrating Energy Management In Lean Production (Javied et al., 2019)	Company and business	Application system sustainable production has Becomes focus effort political , economic and social During many years . Due to the transition from ingredient burn fossil to energy green , cost energy Keep going increase During many years .. Management tools McKinsey 7S changes provide framework work . Success sustainable company analyzed with use factor hard and soft . In Thing this , the model is applied to the system management .
An Empirical Study on Establishing Sustainable Destination Management by Creating Shared Value and 7S Framework (Hsiao et al., 2019)	Tourism	Show index equipped GSTC certification with 7S skeleton work could built as reference important for development tourist sustainable in the area view nation and build a marketing strategy for DMO with perspective thinking enabling system for knowing results from possible solutions and for reduce risk make wrong decision .

Analysis Of Company Capability Using 7s Mckinsey Framework To Support Corporate Succession (Princess et al., 2021)	Finance	Framework McKinsey's work The 7s (1980) used for analyze study this . Framework work this identify seven dimensions that must be owned company for maintain his success . This 7s dimension consist from Strategy, System, Structure, Style, Skill, Staff, and Superordinate Goals. According to survey conducted for evaluate current capability of PT X Indonesia this , there three dimensions that are in three bottom . With thus , for bridge gap that ,
Influence Of Mckinsey 7s Framework On Organizational Excellent Of Development (Lilian Akinyi Adega , 2021)	Finance	The 7s Mckinsey includes strategy, staff , style , skills , values together , structures and systems and how they by objective influence success PTA banking organization . This is a model which holistic and effective regulate development banks in Kenya. together factors this determine the way banks operate . For that people, skills and channels required proper communication for increase bank profits and growth .
Performance Improvement Model Utilizing The Mckinsey 7s Approach For Public Health Centers In Sampang Regency Of Sampang (Masfi et al., 2020)	Health	Health Center Performance could upgraded with use it's an upgrade model performance focused on whole organization . This including element like leadership , salary , merit nan, policy and human resources, contribute strengthen ber like principle work (strategy, structure , system , staff , skills) plan , style and value together .
SME Loan process efficiency with Mc Kinsey 7S model (Ayu Melinda & Wagianto, 2021)	Finance	PT X and the bank must see their internal processes by more detail ; in Thing This is the loan process submitted by the borrower , where the manual process is still found . Besides that , the application used still not yet integrated one each other, so make work process repeated . Then from side employees , targets or KPIs given no clear , so employee tend experience demotivating. Findings study this will beneficial in comparison and generalization findings research . Future researchers should also researching analysis cost-benefit Mckinsey 7s skeleton about superiority industry organizations banking
Maturity Assessment In The Technology Business Within The Mckinsey's 7s Framework (Kocaoglu & Demir, 2019)	Technology	Category most important criteria have has declared as Strategy, Shared Values, Structure , Skills , Systems , Staff in order decreased . Ripe model in the process of trans digital formation has been in get and have try for explain criteria that must be upgraded company for mem bring performance company to be 100%.
The Use Of Mckinsey's 7s Framework As A Strategic Planning And Economic Assessment Tool In The Process Of Digital Transformation (Kocaoglu & Demir, 2019)	Finance	Rating model maturity for digital transformation has been proposed . For destination this is , first , the 7S McKinsey dimension has identified as criteria main for business and then criteria digital transformation has been investigated through review literature and method survey . As the output of part this , category most important criteria has declared as Strategy , Shared Values , Structure , Skills , Still , System , Staff in order decreased . Then weight sub- criteria which is digital transformation criteria and evaluation appropriate linguistics has determined in accordance with survey results

Adhocracy Culture and Strategy Implementation: An Application within Professional Bodies in Kenya (Njagi et al., 2020)	Company	that culture adhocracy and implement tation strategies in professional bodies in Kenya are ter hook by significant . Based on right Thing that , influence adhocracy in organization no could ignored leading to recommendation that dream nan organization must work for shape a structure that accommodates a dhocracy in organization that . Management level operations and business must structured so appearance so that there is adhocracy culture in ranks organization . Studies this recommend tie that leadership organization must structured around adhocracy culture .
The mediating role of strategy Implementation on the relationship between (Ngala Bonnyventure et al., 2020)	Company	Leadership me . organization involve n employee in strategy implementation accordingly and enhancement efficiency . dream nan organization is also committed for doing formulated strategy for ensure satisfaction rainbow bro . Besides that , organization support manager peak for implement the targeted strategy for increase efficiency . It is also clear that coordination of the strategy implementation process is improved by managers the peak too empower employee for implement strategies that ensure growth line product .
Strategy Implementation to Organizational Competency Development in Tourist Accommodation in Thailand: An Exploratory Research with theMcKinsey Seven S's (7S's) Approach (Ezgi Demir, Batuhan Kocaoglu , 2019)	Company	this could used as base for study next his who explore significant kansi factor success in development competence organ nisasi with McKinsey Seven S (7S) lens with use right approach study method mix . This framework work could applied to industry more carry on for understand factors that can contribute to perception success development competence leading organization for increase performance organization . Contribution main from study this is

Discussion

Study results journal of the 25 journals reviewed show that there is same thing in use McKinsey 7S Framework models that is as method assessment , development and evaluation something organization . McKinsey 7S Framework models give alternative tool for operate and upgrade performance organization . Framework thorough work about how element organization consisting of of 7S namely Strategy, Structure , Style, Staff System , Skill, Shared Value, can be used for reach effectiveness organization . McKinsey 7S Framework models have opinion that good organization when structure all element congruent , otherwise 1 change in element will has a “ domino effect ” on elements else , so that needed alignment repeat on all element [3] .

Mc Kinsey 7S Framework model , seven organizational areas shared into " soft " and " hard " areas. Strategy, structure , and systems , are element “ hard ”; whereas style , staff , skills and values together , is “ soft ” elements (Figure 1). McKinsey 7S Framework models is effective tool used in analyze change organization . Effectiveness could achieved in something organization through interaction of 7 elements different organization [4] . Lewin Model and Mc Kinsey Model 7S Framework from change could Becomes helpful approach for transform in organization because of this model confess system , culture , and individual in something organization

that must be handled for start change and make it stable and sustainable . Practice other interested with transformation sort of that could consider this model as guide . [5]

Use McKinsey 7S Framework models not only used for organization by common , however McKinsey 7S Framework models is tools used for take into account problem multidimensional something organization , namely level organizations , teams , and individuals . McKinsey 7S Framework models moment this often called as the model of choice for check performance Health organizations , accounting for financial and non- financial . [6] . On research [7] and [8] McKinsey 7S Framework Model Model used for evaluate and assess performance nurse for increase performance at the Community Health Center shows that there is influence by significant performance nurse based McKinsey 7S Framework models to upgrade performance nurse at the Community Health Center.

Field Technology , study use McKinsey 7S Framework models used for development and protection related technology with management organization and elements strategic in a organization . Though has used especially in the field of business administration , space scope has develop in a number of year last and this model now many used in the field security . [9] [10] . Besides that McKinsey 7S Framework models used for digital maturation and transformation models , from results evaluation modeling use McKinsey 7S Framework models can be determined which elements need to be graded in digital - based business [11] . Not only from side availability technology , but also from side competence human . Finding study still can used for evaluate application Mc Kinsey 7S Framework model and test equipment used [12]

Use McKinsey 7S Framework models not foreign again for company banking . This model is used for evaluate management strategy and performance banking , this model used for evaluate source power human , relationship Among employees and customers , business strategy fiber brand competition for produce quality product [13] . Influence Mc Kinsey 7S Framework model on excellence banking , appraisal in this model used for increase skills , communication , evaluating the loan process to borrowers and provide advice for improve processes based on 7 elements in McKinsey 7S Framework models with hope could increase bank profits and growth [14] [15]

Field Industry , height competition in industry this threaten superiority competitive players in the industry that . McKinsey 7S Framework models has Becomes relevant fields globally interesting researchers ' interest . Development organization is part important from sustainability and growth business . Development organization could implemented in business with adapt efficient leadership approach , manage performance employees and design clear work processes [16] [17] , Usage McKinsey 7S Framework models become popular when Tesla company uses this model for development network different relationship with other companies , with using this model Tesla guarantee success company , goods produced could confirmed best , apart from that skills and knowledge employee the more increase [18] . Development system in technology that will ensure Genre communication without increasing limit performance company [23]

McKinsey 7S Framework models effective used as an assessment instrument or evaluation instrument organization or company , Mc Kinsey 7S Framework Model this is a model with structured , systematic and required elements in a organization . Element in McKinsey 7S Framework models consist from element hard and soft . Element hard more easy identified and managed , while element soft , more difficult for managed , but they is foundation organization and play more roles big in create superiority sustainable competitive for organization [19] .

McKinsey 7S Framework models this is one tool management the most strategic used in evaluate a company that performs very well and produces desired result [21] . Besides that , the model can increase performance company with evaluate future impact (Alshaher , 2013) for explore how planning , leading , and organizing activity shape architecture organization [22] . This Mc Kinsey 7S Frame Work Model show that management must consider for increase Skills source power man them and instill virtue values together in various function organization . Training one of the employees method for increase source power human , . This thing caused by fact that training is a process of improvement skills , abilities , knowledge for field certain . because of that , skeleton model work seven McKinsey 7S Framework models good for university employees . [24]

Framework work seven McKinsey must Becomes right choice for increase productivity and performance organization . Strategy implementation presents most complex aspect from a organization . culture and strategy implementation have significant relationship . Studies this recommend [25] that leadership something organization must work for build accommodating structure culture work inside organization . Management level

operations and business must arranged so appearance so that there is culture work in ranks organization . Use Mc Kinsey 7S Framework model can also support SDG's 16 (Sustainable Development Goals) Accountable Institution, where use of this model aim for development sustainable for effectiveness from organization . Evaluate organization for reach target good physical , financial , and benefit for smoothness implementation Duty general government and service society . Assessment and evaluation organization is things that are continuous done , because besides knowing effectiveness from a organization , assessment and evaluation this show accountability something organization , so organization capable To do better planning , management , implementation and service good from year to year .

Conclusion

Based on the results of a systematic review of 25 journals, obtained that McKinsey 7S Framework models are effective in measurement rating performance organization. McKinsey 7S Framework models can be used for evaluating performance organizations in various field science or field organizations because this model enough practical and dynamic as well as could be customized with needs organization that well rated. Besides because practical and dynamic, this model has a comprehensive model so that performance organization could be measured from a variety of corner look assessments.

Recommendation

Mc Kinsey 7S Framework models is the most effective model for measuring performance organization. Researchers recommend for a company that wants to know evaluation performance or formation strategy and design organization next, can use McKinsey 7S Framework models as reference, basis, and instrument to develop more organization good.

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