Organizational design article analysis

Business

Organizational Design Article Analysis BY andre1925 This essay will in a few words review the Journal article entitled, " Assessing the Fit between Learning Objectives in OD&C Graduate Programs and Organizational Requirements for OD&C Practitioners".

The essay will also focus on the future of organizational design. Both practice and theory are important elements for the viability of organizational design. Future research would include investigating organizations and graduates.

This can be done by sampling graduates and hiring managers. Websites like CareerBuilder. com and Monster.

com are excellent ways to btain information about competency requirements for positions for organizations. Together graduates and organizations can close the missing link for improving conditions that exist within the workplace (O'Neil ; Sharp). The methodology for the psychological empirical research conducted in this article was done with a comparison of data sets.

These data sets were derived from content analysis form management skills from human resource departments and skills from college graduates in the area of organizational psychology. The data from these sets was utilized to obtain information about skills, knowledge, and abilities of individuals hat work for organizations.

These individuals included all employees those in organizational psychology and traditional employees of various organizations (O'Neil & Sharp).

Organizational design is focused on development and training of individuals within the workplace of an organization. Human resource is one of the most

important aspects of an organization. Second, various components within the human resource department with the proper execution, organizational analysis, and design will yield the best results for the organization. Research in this article suggests that individuals in management are well placed. However, there is a missing link regarding training and development.

This is where organizational psychology is important, and will remain so for the future (O'Neil ; Sharp). Conclusion Perhaps, the future of organizational design begins with graduate programs in Organization Psychology. Here is where all of the new innovative developments and changes will first be observed. There are various components which are frequently associated with organizations, the workplace, and their employees. Organizational analysis and design, functions as the missing link for Academics and organizational esign psychology to be implemented into motion.

Research has indicated that graduate programs focus primarily on human resources, management, and training and development departments for organizations.

Organizational Psychology aims to provide the missing link for the disconnection that is present between hiring managers and the curriculum that employees have to meet for organizations (O'Neil References O'Neil, D. , ; Sharp, E.. (2009). Hit or Miss? Assessing the Fit between Learning Objectives in OD; C Graduate Programs and Organizational Requirements for OD; C 20, 2010, from ProQuest Psychology Journals.

(Document ID: 1737653891).