The non-profit organisation

Business, Organization

The non-profit organisation can recognise the values of the society they are working with through participating in the cultural activities and getting information that descend from the particular community they are working with. The information should be ale to explain the values, norms and expectations of the society. The non-profit organisation can then broaden their objectives to meet the expectations of the society. This can be done through encouraging participation in activities by the communities. The communities can then be equipped with skills that will enable them to be self-reliant and self sufficient in the long-run.

In a non-profit organisation, it becomes very hard to assess the productivity of the workforce since the output is not in monetary terms. The non-profit organisation should develop a mechanism to overcome the problem. The mechanism should be able to measure effectiveness and performance. This can be enhanced through supervisory services. The supervisory programmes should motivate the employees to increase their effort and commitment, Commitment can also be measured through daily reports of the activities undertaken in that day (Merlin, 45).

Fostering creativity and innovation in non-profit organisation among the employees present another obstacle. It's hard to instill such personal characteristics if they are absent. The non-profit organisation should provide exposure to their employees through workshops and seminars which will instill the creativity and innovation. In higher learning institutions, improving individual behaviour pose a problem to the organisation. It becomes hard to influence individual behaviour especially that of a mature people.

Moreover, individual tend to behave according to the group that they belong to self loafing has been used to describe the behaviour of individuals when they are in a group. Many strikes or violent behaviour evident in many colleges and universities are attributed to group think and self loafing. This obstacle can be overcome through dialogue between student community through their representatives and administration. Interactive dialogue will promote peace and reduce cases of violent through high degree of discipline. All employees should be issued with a written document when they are absorbed into the organisation.

The document should contain the mission, objectives, rules and regulations of the organisation. This will assist in achieving the set objectives while adhering to the mission when the employees are informed. The organisation should release annual reports of the organisation. The reports should be available to all employees. The organisation should acknowledge the employees who have contributed greatly to the success and this may work as an incentive because individuals like to be acknowledged according to human nature.

In capacity of workers especially withtechnologypose a major obstacle in effective organisational performance. With industrialization, technology has improved and for an organisation to remain competitive, it must be technology has improved and for an organisation to remain competitive, it must be technologically updated. The organisations can overcome the problem by investing in human capital through sponsoring her employees to

go and further studies so as to promote efficiency in work (Walter and Strode, 64). Many organisations performance is prone to risks.

Risk against natural calamities, theft, bombing and bankruptcy present major obstacles to many current organisation. The organisations should be able to overcome the obstacle through setting up a risk management department which should evaluate the possible occurrences of risk and the ways to combat the risk through improved understanding of the organisation risks. Spencer has emphasized that the current focus of organisational continuity is on deliberate attack, accident and natural disaster which are pose major threat to organisational performance.

Recently, there are increased bombing activities which lead to monetary and capital losses by organisation. In the event of capital losses, the organisation may run into bankruptcy and this may affect performance because it may be inevitable for the organisation to lay off workers. The organisation can overcome through taking necessary possible measures like taking insurance covers that cover all the employees and property (Russell, 22). The risk management department should liaise with planning department so that the organisation may plan for the possible risks.

There may be emergency absenteeism from work which may be contributed by cases of AIDs or Malarial illness. The overlooking of human capital leaves plans and people poorly armed to confront the common scenarios like SARS, Avian Influenza, AIDS and Malaria. Organisations can overcome the problem through providing immunization services to her employees and paying for treatment for those infected with HIV virus to promote high productivity. In

conclusion, organisations in contemporary society need to identify the possible obstacles that the organisation may be prone to so as to take proactive measures.

The organisation should maximize on the available opportunities to improve the work performance and hence contribute to the success of the organisation.

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