

# Facts and problem of the organization business plan

[Psychology](#), [Success](#)



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The organization based in Los Angeles offers services such as; job training, family health care, elderly service care, consumer education, advocacy, counseling and English classes to immigrants in the county. Its staff can speak more than one language, which is a plus to the organization in meeting the clients need. However, due to lack of management skills, lack of work interest by employees and lack of enough funds the organization is unable to meet its objectives. The government cut on its budget allocation forces the organization to terminate some of its services.

The organization should cut the following three services, English classes, consumer education and advocacy. This is because of it scarce finances and the ability of its employees to speak in more than one language will be fully utilized.

The objective of the organization has to be rewritten, structured and new goals set. We shall achieve these by analyzing what the target group is, what are our intended outcomes and the inputs required to realize these objectives.

## **Proposal, solution and recommendation**

The organization's first project will be to write down its objectives. The proposal will have to include a well-described, precise, specific organization objective. They should be attainable and not ambiguous and convincing to donors so that they can provide a base of obtaining financial assistance.

In the well-outlined and explained objectives, there will be what the organization intends to do stated in a simple language that is easy to understand. They include; provide health care services to the immigrants, provide elder care services to the clients, provide counseling to the immigrants and any other objective that will make the lives of the immigrant bearable and comfortable in the county.

Our proposal will include proposal on how to get financial aid from the government and other donors such as the United Nations and others that support immigrants or refugees. Our proposal will explain our situation in terms of the resources we have both natural and human if any. Then put in what we need assistance in. there are other inputs that the organization require that are lacking, these include things like, medical facilities for health care and special meals and better shelter and beddings for the aged.

When the organization is financially capable, we embark on internal projects that aim at making the work of the organization viable, achievable and fruitful. These are projects on how to improve the employees' morale and increase their service deliverance. These will also include how to increase and make better the employee-customer relationship by ensuring satisfaction for both parties and be on line to meet the organizational objectives.

The objectives are divided into two, that is, short term and long-term objectives. The short-term objectives are those that can be met within a short period. They include, offering health care services like medication to common diseases while long-term are those that are met in a period of more than five years, such as building a hospital or a residential center for the aged.

In the first 3 years, the organization plans to have met the basic objective of providing health services to the immigrants and motivating the employees in their work. It will also have established good relations within itself and the outside so as to obtain financial assistance from the government and donor organizations. This will ensure financial stability and enhance service deliverance.

In five years' time, the basic objectives will have been met and the organization enters the second phase of realizing its long-term objectives. Ranking them in priority order according to its goal, the organization will therefore prioritize the objectives. In this phase, consider employee remuneration and salary increment. This will not only motivate the workers but also create loyalty and trust to the management. Its impact will be seen in the service delivery as their work morale will be raised high enabling them to serve the customers more.

The ten-year project in objective attainment is the most sophisticated, long-term goal of the organization. The organization is fully established at this stage with its finances stable and reliable, therefore, its basic short-term projects attained and sustainable. The organization turns to implement long-term durable projects that will be autonomous and possibly beneficial in

monetary terms. In this case, we recommend the construction of a hospital and a residential housing facility for the aged. This will make the organizational operations easy to execute and at the same time serve the neighboring community.

### **Measure of achievement level**

. The measure applied high will use indicators such as, the level of income, mortality rate, living standard and customer satisfaction. These will be a comparison of the previous status and the current after the implementation of the project. We shall measure the living standard of the employees to see the impact of a pay rise and that of the clients to see the effects of the project. Our aim will be to see the level of development that the project has on the stakeholders.

This involves use of data collection with appropriate indicators that reflect the overall trend of the project. Such indicators will tackle issues such as; health of the immigrants, understanding of the English language, is the employees satisfied with their income and so on. The indicators aim to validate the success of the organization in achieving its objectives.

The management will decided on the size of the target to validate the reliability of the projects. To achieve reliable results, the sample should be selected randomly and ensure to in cooperate all kind of participants in the population. This is in terms of age, sex, religion, race, nationality and any other included variable. When the subgroup has an outlook of the whole population, the information gathered will be more reliable and accurate. However, it is important not to pick a very small number so as not to

compromise the results.

We shall also use data interval as another important aspect in finding the result of the project. This is the time in between the data collection points. Outcome information can be collected at specific times, at the end of a phase or follow up. The main reason of the interval data collection is: to provide data to the management team, so they can use it to make decision and keep the project in check; if it follows the intended path in achieving the organization objectives. Using the data obtained from the three project phases in the organization, we can make the desired decisions on the direction of the organization.

### **Impact on the community**

In every project, we undertake we must check its effect to the community. Our projects should benefit the target group as well as the community. In this case, the construction of a hospital will benefit the community as much as the immigrants.

### **Alternative plan**

We however should have a backup plan, our exclusive project attainment rely on financial access. The organization therefore has various alternatives in acquiring finances this include a proposal to the government, the UN and other financial institutions.

We should design alternative solutions or courses of action and foretell the consequences of each. This will help us compare and evaluate the alternatives with each other and among them select the most preferable. We embark on planning or design the implementation for the project.

## **Conclusion**

In conclusion, therefore, the organization should reorganize its management, come up with better achievable goals and objectives and do its best to win the employees' devotion and dedication to their work, as this will help the organization achieve its goal and have positive results of its program.