Organization development

Organizational Development Insert Insert Problems In order for the organization to develop adequately, and then it has to have a clear mechanism for handling its problems. The major problem of NoGo Railroad is that they do not have an efficient mechanism for introducing change into an organization. Change in any organization is healthy for the development. However, the organization has to prepare its employees to be ready to absorb the change.

Macro

There are major problems that the company is facing in its daily operations. For instance;

1. Change management

The company is having unplanned introduction of change into the organization hence causing a lot of tension among the employees.

2. Change implementation

Implementation of change in an organization is a crucial sector that needs a lot of skills to implement (Cheung-Judge & Holbeche, 2011). The organization does not have the technicalities of implementing change without causing havoc among the employees.

B. Micro

They are minor problems that the company is currently facing in this transition period.

1. Employee training

The organization needs to train employees to be ready to accept the change that is ahead of them. Training will amend the attitude that one has towards change introduction.

2. Policy development

There is no consistent policy in the organization that control recruitment as well as give directions on the way to handle change.

3. Planning and organization

The organization has good intentions of expanding its operations and the skills of its employees. However, it has not organized its employees for the new changes in the organization.

Causes

Causes of misunderstanding or poor implantation of change in an organization are as a result of poor communication. Because of poor communication, employees will not be aware of what is ahead. Thus, they will not prepare their psychology for what is new.

Systems affected

Communication systems are one of the systems that will have an effect from change introduction. The new channels of communication will have to change for employees will be afraid of what might happen to them (Cheung-Judge & Holbeche, 2011).

Alternatives

1. Outsourcing

The organization should seek the skills from outside that are familiar with the change that the organization needs to introduce.

2. Seminars

The organization can also take its workers for lessons in order to learn about change.

3. Consultant

V. Recommendations

Because the change is something that is very sensitive to an organization, I, therefore, recommend that, an organization should communicate the new change to its employees on time. In addition, the organization should also ensure that it offers free education to its employees on how to cope with the new changes.

References

Cheung-Judge, M., & Holbeche, L. (2011). Organizational development. London: Kogan Page.