

# Effectiveness of change in an organization business essay

[Business](#)



## Contents

### **INTRODUCTION:**

Leader plays an important role in every organization. Leader cooperates with all subordinate effectively. Leader can face all hurdles or problem because he or she knows every employee has own importance in an organization. The main purpose of this report is that these leadership concepts are applicable in real life or not. Leadership traits, personality traits, social traits and skills are match with my personality and skills and so on. Moreover, SWOT analysis of the leader and how to overcome these weaknesses and threats so that's why I can groom my personality and employees can attract with me. In the end, I would like to say that, due to this report I can explore myself effectively as well as my learning capability increases a lot.

### **Question 7 to Test AC3. 1 & AC3. 2**

ANS: INTERNAL EVALUATIONSTRENGTH: Leader`s strength are given below  
Increase motivation level. Confident &  
smartCreativeHardworkingCoordinatorPatienceHumblePunctualMeet  
deadlines.

### **WEAKNESSES:**

Hyper-activeThreaten to other members. Liar. Zero tolerance level. Team  
workWorst Communication

## **EXTERNAL EVALUATION:**

### **OPPORTUNITIES:**

Team Leader has bright future. Public speaker. Team leader has acquired more benefits and facilities as compare to other employees. Multinational companies can hire him. Team leader has vast scope in all companies.

Socialization. Consultant. Conflict resolution

### **THREATS:**

BOSS threat to team leader as well as subordinate employees. Termination of job. Salary deduction. Hiring of spark candidate in the company.

### **Areas which training of change will be given:**

Communication Team work

### **Communication:**

Good communication in an organization is a sign of success but the problem INTERWOOD is that communication is worst in INTERWOOD. Effective communication is a backbone of the company. Lack of communication can cause many problem and hurdles in an organization such as Rumors. Delays of tasks. Lack of coordination. Misunderstanding. Employees have different style of negotiation with each other. (Interwood)

### **BENEFITS OF COMMUNICATION:**

Employees can increase their morale. Conflict resolve through communication. Team work will be improved. Customers will be retaining. Brand image will be good. Workers can keen interest in their work.

## **TEAM WORK:**

Human capital is an asset of every organization and its success depends on every individual inputs or efforts. Team work is an essential in every organization because company can easily achieve their targets through team work. We will make the organization better place through team work.

## **BENEFITS OF TEAM WORK:**

Stress level decreases. Coordination increases. Work load reduce. Easily achieve the goals. Group or team incentives. Improve the relationship with co-workers. Every employees feels relax in work place.

## **EVALUATION OF CHANGE:**

Change in an organization is very important but sometimes employees resist the change or some employees easily accept the change. We can evaluate change through feedback of all employees.

## **Question 8 to Test AC 3. 3**

If the change you have selected were to take place, describe the effectiveness and impact it will have on various functions within the organization. Explain why, supported by research (Word Count = 250 plus/minus 10%)

## **ANS:**

The areas in which change occur in an organization such as effective communication and team work. Team work play an essential role in organization especially in project management departments and effective communication is very necessary in all departments of the company such as

Human Resource Department, finance department and so on. Employees have different style of negotiation with each other. (Namakumari, 2000)

### **Areas which training of change will be given:**

Communication Team work

#### **Communication:**

Good communication in an organization is a sign of success but the problem INTERWOOD is that communication is worst in INTERWOOD. Effective communication is a backbone of the company. Lack of communication can cause many problem and hurdles in an organization such as Rumors. Delays of tasks. Lack of coordination. Misunderstanding.

#### **Team Work:**

Human capital is an asset of every organization and its success depends on every individual inputs or efforts. Team work is an essential in every organization because company can easily achieve their targets through team work. We will make the organization better place through team work.

### **EFFECTIVENESS OF CHANGE IN AN ORGANIZATION:**

Employees stress level reduces because of team work. Working as a team they take more interest in projects as well as work load reduces.

Effectiveness of communication is that employees conflict rate decreases day by day, customers will be retain, Brand image will be good, workers can take keen interest in their work and employees morale is increases etc.

## **Question 9 to Test AC4. 1**

Justify the need for implementing the change through various activities / changes within different departments in order to successfully end up with the proposed change (Word Count = 200 plus/minus 10%)Ans:

Organizational change is a strong impact in all departments such as HR, finance, marketing and so on because it is a positive sign of organization success. Mostly people like change because they are bore of same rules and polices implement in an organization but few of them deny or resist the change. (Race)

## **Causes For Change**

Employees are dissatisfied. TurnoverWorst communication. Lack of coordinationAbsenteeism.

## **Implementing the Change:**

WorkshopsTrainingSeminarsAudio & videoInternetTeam building

## **OUTCOMES:**

Jobs are well defined. Productivity increasesConflict rate decreases. Ideas generation. Job satisfaction level increase such as loyalty and commitment with employees. Absenteeism rate decreases.

## **Question 10 to Test AC4. 2**

Prepare a comprehensive plan on how to implement the change you propose in your organization. This should include different activities within different business functions / departments, in line with your reasoning revealed in your answer to Question 9. (Word Count = 250 plus/minus 10%)Ans:

Proposed Plan: I have mentioned in previous question about my organizational weak point. So I want to change my organization structure as well as culture. Company employees face many hurdles in the company such as lack of coordination; ineffective communication etc Organizational change is a strong impact in all departments such as HR, finance, marketing and so on because it is a positive sign of organization success. I can overcome weaknesses and threats through this change management plan are given below. (University, 2012)

### **ACTIVITIES:**

Conduct training sessions. Research through questionnaire. Analysis with through questionnaire. Workshops.

### **REASONS:**

Employees are dissatisfied. Turnover Worst communication. Lack of coordination Absenteeism.

### **Question 6 to Test AC4. 3**

Work out risk assessment plan that includes expected difficulties and barriers to implementing your change plan and devise ways on how to counter such risks, and ensure success of your plan. (Word Count = 250 plus/minus 10%)

### **ANS:**

#### **Risk Assessment:**

Every multinational company prepares for risk assessment plan because environment is very uncertain now a day. Risk assessments plan indicates

for the company is a greater productivity, turnover rate decreases, employees satisfaction, provide good benefits and facilities, provide bonuses and incentives to their employees.

### **Barriers:**

Cost of living increases. Price increases in oil and gas. Disasters such as Earthquake and tsunami etc Customers are cost savvy. Employees demand high salary.

### **Risk assessment Plan:**

Differentiation strategy. Survivor strategy Cost saving Disaster proofs buildings. Insurance. Leadership strategy.

### **SUCCESS PLAN:**

Risk management protect from uncertainty in an environment because due to globalization many companies enter in all countries so existing companies cannot cope without risk management plan. We can implement risk management plan in our company so we can get more profit from less input. We can implement risk management strategy in our company such as cost leadership strategy, survivor strategy, insurance policy and disaster proof buildings etc. (Hermann, 1999)

### **CONCLUSION:**

The leader has many good qualities that impact on the subordinate employees. Leader has passionate about work, fulfillment of company goals, extremely well-mannered and tolerance level is high because he or she can cope with different situations in an organization. Moreover Leader has



inspiring personality and coordinates with every organizational member.

Basically, this report is focused on analysis of leadership traits and existing leader in any organization. After that, leader skills match with existing leader in the real scenario.