

# Issues of contemporary management analysis flashcard



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Successful performance of work organisations can be measured in terms of cost, quality of products and services available, values upheld by the employees of the organisation and the flexibility of the work environment. An organisation is a collection of individuals who try to influence others to achieve specific objectives that enhance creation of wealth or welfare through a variety of processes, technologies, structures and cultures.

For example a business organisation has an overall objective of making profits (Russell, 12; Andy, 22). There are different types of organisations which are defined by their objectives. For example, non-profit organisations, higher learning institution organisations and business organisations. The name organisation is often interchanged with firm, enterprise or agency depending on the mission and the objectives of the particular group of people. Most organisations aim to maximize profits in their work environment and therefore must consider certain factors that will promote successful performance (Walter, 45). This paper will seek to identify some of the factors to be considered for successful performance of work organisations, the main obstacles that hinder performance and how the obstacles can be overcome to ensure continued profitability.

In industrialized society, many work organisations have included customer services to enhance communication. Effective customer services will promote working environment. Customer services include reception services and other services that are available at the front office. Effective customer services create a good image of the organisation and this will enhance good relationship between the customers and the organisation and hence profitability in case of business organisation (Merlin, 26; Barbara and Hopper, <https://assignbuster.com/issues-of-contemporary-management-analysis-flashcard/>

96). Availability of competition in work organisation encourages good performance in work organisation.

This is attributed to strive by every organisation to remain at the top or to remain competitive. Due to competition, every organisation will seek to improve its products or services available in order to attract a big market share than its competitors. Practicing care giver replacements in work organisation reduce cases of absenteeism in work. The care-giver replacement practices enable the employees to concentrate on their work since there are few disruptions which may occur due to caring for small children or elderly people the organisation assist through providing home care activities like on site or subsidized childcare, elder care support, and laundry services. The availability of the services will increase devotion in success of the organisation.

The provision of care-giver replacement may however incur heavy costs on the organisation but I believe the advantages out way the cost (Andy, 44). Providing flexible schedule for workers promote successful of an organisation. Flexible work hour arrangement are usually designed to assist employees adjust to their work hours and activities so as to be able to take care of their families and provide employer with flexibility. Flexible time hour arrangement may include having workers select their own schedules, job sharing, providing paid family and medical leaves and providing overtime special payment.

The organisations benefit fro benefit from flexible work hours through more efficient use of labour hours, enhanced employee effort and satisfaction

because the scheduling preferences are met and time that is spent away from work can reenergise and motivate employees hence improved productivity of the employees and in the long-run this will attribute to success of the organisation. Flexibility of work practices increase female labour force participation (Andy, 69). Successful performance of work organisation can be derived from favourable government policies that promote sustainability of the organisations. For example, exception from that of most non-profit Non governmental organisations (NGOs) like Red-Cross, World Vision promote the achievement of the set objectives of the NGOs according to their mission which involves assisting those who are marginalised due to poverty, natural calamities like drought, floods and earthquakes.

The provision of good security too will enhance the work environment and hence improved welfare of marginalised society (Merlin, 25; Russell, 31). Good supplier and partnering relationships contribute to successful performance of work organisations. This is attributed to timely supply of goods and services required by the organisation in her work. Timely supplies will enhance continuity.

Good partnerships will ensure absence of conflicts which may affect work environment in terms of salaries, work atmosphere and profitability.