

Assignment example

Business



Answer 2 Under this program, an organization recognizes it is dependent on the outside environment for resources including employees, raw materials, equipments and information. Within an organization, there exist many subsystems that affect how the organization works. For instance, there are communication, social dynamics and task activities occurring at any given time within an organization. It is with the help of the technology that these subsystems transform input into particular outputs. The feedback from various inputs is important in the final output that lacked in this case.

Answer 3

As much as physical capital is important to an organization, the intellectual capital carries the same weight in an organization performance. The knowledge and skills held by the employee matter most in a firm productivity. The employees need to work with each other as well as the physical capital to bring out output hence productivity. Without employee input, there will be no results. It is therefore, necessary for the employees to have necessary skills and knowledge.

Answer 4

According to Organizational Learning Perspective, gone are the days when the physical capacity determined the organization ability to achieve its goals. In this model, the knowledge and skills are the major in gradient that can help an organization achieve its goals. One classic case is how Google Company managed to be a top performer by hiring talents, skills and knowledge in the employees. Additionally, the intellectual capacity model states that the knowledge held by the employees help in running of the organization. The employee coordinates activities within an organization. It is, therefore, the knowledge held by the skilled labor that helps move things

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around. If the employees leave, then they leave with such knowledge and can affect the company performance.

Answer 5

Corporate social responsibility is trending in the business world today. A company becomes more competitive if it engages in CSR and hence the need for any organization to implement these policies. Nevertheless, the conflict between company between company CSR and stakeholders cannot be ruled out. If the leaders pay attention more to the stakeholders, they may forget to take care of CSR that plays an integral role in productivity putting an organization in a risk

Answer 6

“ Shock events” are common phenomena in the workplace. The situation arises due to myriad of reasons but one thing that is common for sure is that, the situations generate emotional pressure whereby one feels better without that job. I had one experience when the Branch Manger made absolute unfair decision against me simply because he did not like they way I challenged some of the decisions he made.

Works Cited

McShane, Stephen & Marry Ann Glinow. Introduction to the Field of Organizational Behavior. New York: McGraw Hills Companies , 2009.