

The problems facing a company essay sample

[Business](#), [Company](#)



Introduction

The paper is aimed at ensuring that organizations follow the correct procedures to achieve their goals. Many organizations fail to achieve their goals because they do not use the intended strategies when conducting their businesses. It is, therefore, very important for organizations to consider various factors such as the environment, technology and human resources. There must be better coordination between these three factors for an organization to achieve high performance. Many organizations are running into losses because of the lack of proper management. There is also a problem of communication between the employees and the employers. Without proper communication, it becomes very difficult for an organization to achieve its goals. In addition, organizations must adapt to the new technology. It is because there is advancement in technology which is inevitable.

Employers in an organization come from different parts of the world thus have different beliefs and culture. Therefore, it is very important for managers to understand each employer's belief and culture, thus, advocating for the other employees to respect and appreciate each employer's culture. No employee should be treated unfairly because of his culture because everyone has a right to work at any place regardless of his culture.

Gaps of Espoused Intentions and Actions

Many firms have gaps between espoused intentions and actions. It is very problematic because the policies of an organization are not fully developed.

Therefore, the goals of an organization are pulled backwards, thus, diverting the organization from its mission. Therefore, an organization should ensure that its intention and actions are in line. There are companies that have lost direction because of a wide gap they put between their intentions and actions. It has made many employees and managers become confused and lose track of their responsibilities. Therefore, it is the responsibilities of employees to align the actions and the intentions of a company.

Communication Barrier

Communication is an important aspect in any organization since it has achieved high performance. Many organizations are diverting from their goals because of improper channels of communication. Many companies have collapsed because there are no proper channels of communication between the managers and employees. It result in confusion in the workplace, thus the company is unable to deliver good services to the customers.

Preventing Future Problems

There are four fundamental principles that should be used in change management for a business or a company to move in the right direction. The principles are planning, controlling, influence and organizing. Good managers ensure they prioritize these principles and give them the same weight. The four principles should run concurrently for production of the required results in any business. When one of the principles is ignored or under used, the business is doomed to produce poor results.

Planning

The principle helps in the determination of the organization goals and objectives of a company that is in the change management process.

Appropriate management of change should consider proper planning because it helps in coming up with reasonable and realistic goals that are achievable as the business is undergoing change. Planning helps employees to set tasks that should be conducted in the organization for the achievement of the desired goals. The planning process helps the employees to differentiate when the task should be performed and how it should be performed. When there is planning in organizations, employees, are coordinated hence they work together for the achievement of the same objective. When the managers come up with an efficient plan, the employees are influenced to work for the success of the organization. Planning should be done first because it is considered a foundation of the organization in change management. Managers are able to state the objectives of the organization when an appropriate plan is put in place. Managers use different methods for sustainability to achieve the stated objectives, and this demonstrates the skillful management of the employees. Employees are able to put the plan into action without difficulties and when problems appear, they usually have a solution. Planning has assisted managers to make rational decisions in connection to their work thus ensures appropriate management of employees. The employees should be involved in the planning process to deliver the right results, which ensures proper management of change and sustainability.

Organizing

Through the organization, the employees are given the tasks and assignments they should perform to ensure there is sustainability. The organizing process is cogent because it ensures proper management since the employees are able to complete their assignments on time. Proper organization assists employee to perform their work satisfactorily thus, it is a sign of quality management. For a company to manage their employees well, it should incorporate the organization process in their management. It ensures that employees use the resources of the company well without misusing them. The organization has instilled the spirit of teamwork in the employees; hence, they are able to perform their tasks within a short time. The process of organization has helped in quality management of employees as it reminds them on the objectives of the company.

Controlling

Good management of employees ensures that they are controlled because this makes things happen according to plan. When employees are controlled they rarely move out of the goals and objectives, but they work on them. The process of controlling is salient because it helps to measure whether the performance of the employees. There is a satisfactory management when employees are controlled because there is easy monitoring of the company's progress (Margaret, 369). The process helps in the collection of the right information to be used by employees. Controlling helps in measuring the employee's performance in accordance with some stipulated standards that should be met. It helps to bring the employees back to track when they are not performing well thus proper management. When the actions of

employees are controlled it helps in easy control of the other variables in the company. The control process ensures that employees do the task they have been assigned at the correct time. When the process of control is ignored, the employees may do the things against a standard set of principles. The process of control is continuous, and this helps managers to detect any problem at every stage.

Influencing

Influencing is sagacious because it helps in guiding and directing the employees to the company's objectives. The managers should influence the employees by motivating them in their work. Influencing helps in proper management of employees because it ensures that they perform their tasks satisfactorily. Managers can influence employees by offering rewards for doing a marvelous job. Influencing helps in quality management of employees because they are able to set goals and objective which are attainable. Managers can influence the employees by setting a convenient communication channel.