

Why do people make the difference in the organization essay

[Finance](#), [Investment](#)



People are the greatest asset for any organization. Investment into human capital proves out to be the best investment. Although the present age is the age of science specially advanced knowledge systems. But no system has ever been able to undermine the role of human beings in creating change and making a difference. (Armstrong and Armstrong, 2000). This is because even the finest of the systems cannot take decisions without the providing of inputs and most of all; they do not understand the emotions. (Askegren, 2005). This is the most important part when it comes about decision making. Machines and information system can make outstanding calculations.

Numbers and statistics are not always the best output to make decisions. Decision making could only be carried out whether it is for arranging a file in the cabinet or launching a new giant venture, identification and best possible uses of available resources is the most required thinking process which is carried out by deep emotional analysis as well. (Schermerhorn, 2005)

Machines are not driven by emotions, hence cannot come up with the best decision possible. (Plas and Lewis, 2001)

Organizations are made for people by people. Whether it is a profit organization or a non-profit organization, the end users are people.

Organizations, although, operate under the motive of profit, it cannot be achieved if community or consumers at large are not targeted. (Furnham, 2005).

My personal reflections regarding the topic are quite thought provoking.

People are the most important aspect of any organizations. I have realized this while I undertook a number of projects in my organization. One such project, in which we implemented quality standards in our operations, I

realized that effective training and freedom to express ideas produces ideal results. If people are allowed to take initiatives and work in an independent environment, their leadership skills become more stringent. The successful implementation of quality standards at my organization is a proof of that for me..

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