

Discussions

[Business](#), [Human Resources](#)



Topic: Discussions Differences Between Bureaucratic And Decentralized Control Bureaucratic control utilizes rules, policies, and hierarchies of authority, rewarding structures as well as other formal instruments in an attempt to influence how the employees behave while at the same time assessing their performances (Maguire, 2003). On the other hand, decentralized controls depend on cultural values, traditions, mutual beliefs and trust to create acquiescence with the goals of the organization. In the organizations with bureaucratic structures, the main power is typically concentrated at the management level and authority trickles from the management, down. This creates a company that focuses on standards with rigid controlled process and the best practices that are closely supervised. The main advantage associated with the bureaucratic structure of an organization is the fact that decision-making takes a shorter time as less people who take part in this activity and this makes sure that work is completed in an efficient manner and on time. In contrast, bureaucratic structures may have a discouraging effect to creativity as well as innovation in the entire organization, as it is difficult for a single person in the organization to come up with all the strategic ideas that are required in a large company.

Systems That Provides Applications Within An Organization

Information systems are computer systems that provide the management and other employees within the company with latest information in terms of the performance of the organization such as the prevailing inventory and sales (Jawadekar, 2013). It is usually connected to a computer network that is developed through linking various computers to allow sharing of data as

well as resources. These systems are intended to collect, transmit, store and retrieve as well as display the information that is utilized by several process in the organization. The systems that are supposed to serve general and foreseeable management practices are also referred to as management information systems. An example of a report that is generated by this system is the information that contained in yearly reports developed for the stakeholders of organizations.

Role Of The Staffing Professional And The Staffing Process In Employee Retention

Staffing professionals include staffing managers in the human resource department who are responsible for all the areas that are linked to the staffing requirements of the company (Strayer, 2005). These professionals must be able to recruit when they find the applicants who are appropriately qualified while being able to deal with the hiring and retaining of the already hired employees. For a company to be successful, staffing is not enough, as the human resource department must ensure that the hired employee remain on their jobs and succeed together with the company. These staffing experts also have to assist the company to maintain the new employees within the company after they have been hired. So that the workers can remain within the company, retention initiatives have to be created with the aim of enhancing the satisfaction of employees.

Employee Retention

When it comes to employee retention, a distinction should be made between the workers who have low performance and those who are top performers so that efforts to retain employees can be directed at the performing workers

who are valuable to the company. In some situations, employees leaving on company for another might be beneficial for them as they are likely to find setups that allow them to grow in their careers while having better working conditions.

High employee turnover is associated with employee being dissatisfied in their jobs with particular reasons including low pay, poor working conditions and inadequate benefits. In some instances, a company is not able to deal with high staff turnover but the workers who have positive working relations with their supervisors and colleagues have likelihood to remain at their jobs. Additionally, the companies that have better remuneration in comparison to those that of the same jobs are likely to register low turnover.

References

Jawadekar, W. (2013). Management information systems. New Delhi: McGraw Hill Education.

Maguire, E. (2003). Organizational structure in American police agencies.

Albany: State

University of New York Press.

Strayer, S. (2005). Vault guide to human resources careers. New York: Vault, Inc.