

Concept of oragnizations

Business, Management



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Challenges Leadership Effectiveness Leaders have a significant effect of how adequate workers are working towards attaining the objectives of the organization. Nonetheless, numerous organizations promote and hire their workers into leadership positions without any formal leadership training, coaching, and development (Robbins, Campbell, & Judge, 2010).

Human Resources

Burnout is becoming an issue as workloads increase and budgets tighten. Organizations have not developed innovative methods to lessen stress and re-energize tired employees (Robbins, Campbell, & Judge, 2010).

Budgets

Organizations have and will continue facing challenges of meeting budget restrictions. As the economic situation continues to be difficult, organizations will find it difficult in abiding by their budgets. More resources and attention will be needed to manage and run organizations in the near future (Robbins, Campbell, & Judge, 2010).

In my view, these are the most significant challenges because the new leaders of organizations are not adequately furnished with techniques, insight, and knowledge necessary for efficiency. Also, without addressing the issue of burnout, organizations may lose valued and experienced workers. Finally, leaders will be faced with difficult choices on how to adequately meeting the budgetary requirements while still strategizing for the future (Brickley, Smith, Zimmerman & Willett, 2000).

Steps to Recommend

Understand the Challenge

This should be the first thing to be done. The employer should dedicate sufficient time to listen and talk to all stakeholders (Brickley, Smith, Zimmerman & Willett, 2000).

Identify Options

It is essential for the employer to distinguish solution alternatives and not just a single solution to the challenges (Brickley, Smith, Zimmerman & Willett, 2000).

Choose an Option

The employer should permit a vibrant discussion or a healthy debate among people in the organization so as to choose the most appropriate solution to the challenges (Brickley, Smith, Zimmerman & Willett, 2000).

Understand the Implementation Process

The employer should be aware of the amount of money, personnel, time, and other resources required for implementation to be successful (Brickley, Smith, Zimmerman & Willett, 2000).

Action Plan

The employer should prepare a sufficient action plan.

Implementation

The employer should promote frequent status meetings to trace the progress of implementation of solutions to the different challenges (Brickley, Smith, Zimmerman & Willett, 2000).

Evaluation

The employer should facilitate the working unit to assess the lessons learned after implementing the various solutions (Brickley, Smith, Zimmerman & Willett, 2000).

I would choose these steps because if they are utilized, they will enhance the probability of successfully enforcing a change attempt. This is because all people will take part in identifying the problem and solution.

Question 3

The model is unworkable because organizations are affected by situations that frequently change over time. Also, an effective organization demands a comprehension of the core components of organizational principles and techniques, which most managers do not possess (Ott, Parkes & Simpson, 2008).

Untested presumptions and inability to consider the informal organization force us to rethink classical design. Numerous presumptions made by classical design are not based on scientific examinations. They are based on value decisions that illustrate what they perceive to be correct attitudes and moral codes toward success. They fail to realize workers may have needs unconnected to work situations. Classical design also ignores informal associations as portrayed by social exchange among employees (Ott, Parkes & Simpson, 2008). When this is ignored, it is probable that numerous essential issues affecting performance and satisfaction may not be tried or explored.

We can salvage the organization. This can be done by, one, recognizing the cause of change. Two, determine the extent of the issue. Three, categorize workers according to the change situation. Four, an employer should admit the change freely and permit expression of different opinions and feelings. Five, promote positive activities by concentrating on confident or positive achievements in the organization. Finally, a routine should be developed.

This will give a sense of stability in the organization (Denison, 1990).

References

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