

# Example of organizational evaluation research paper

[Business](#), [Management](#)



Organizational evaluation refers to the process of assessing the effectiveness of the operations of an organization. This is usually measured in terms of the organization's problems, functioning and achievements, both from the social system and behavioral viewpoints (Lawler, Nadler & Cammann, 1980). The targets of measurement are therefore, usually the patterns of organizational effectiveness and behavior. The evaluation may be carried out prior to the implementation of a program, during its implementation or after implementation, with the main aim being the improvement of efficiency and effectiveness of operations.

There are undoubtedly a number of advantages normally associated with organizational evaluation. It allows managers to establish whether or not the results achieved through the various programs are coherent with the specific objectives established originally. Further, it allows managers to establish whether or not these specific objectives are in line with the organizations overall objectives. Specifically, an organizational evaluation allows management to determine whether or not the objectives, as well as goals established originally, are being achieved, while at the same time measure their impact and effects. It also accords management the opportunity to assess the degree of an organization's adaptation to new environments, changing external variables, or changing technology, which then makes it possible to ensure the effective utilization of available resources. Overall, an organizational evaluation allows for the determination of areas in need of modification, strengthening or general improvement; while at the same time providing information on the different approaches that may be employed to do so (Hernan, 1987).

There are however disadvantages of carrying out organizational evaluation. Perhaps the most significant disadvantage is that it is time consuming. The amount of time spent during preparation, implementation, as well as evaluation is usually much more than it would otherwise be, mainly due to the obvious needs for improvement at all stages. These needs for revisions and improvements are also financially demanding, and may at times increase the financial resources required for the implementation of a program (Hernan 1987).

## **References**

- Hernan, G. (1986). Evaluation of agricultural research in Colombia. In the proceedings of a workshop held in Singapore, 7-9 July 1986.
- Lawler, E., Nadler, A., & Cammann, C. (eds) 1980. Organizational Assessment. New York, NY: John Wiley.