

Essay on the future of nonprofits organizations

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



An individual's level of education and experience influences the position that one gets in a not for-profit organization. The position can either be managerial or non-managerial in nature. This position in turn influences the role one plays in the organization. Management positions can be classified into top managers, middle managers and first line managers (Murray, 1997). Top managers provide overall leadership for the organization. They develop goals and objectives as well as the strategies to meet them. Top managers spent most of their time in planning and leading as well as communicating with stakeholders. Conceptual, multicultural and strategic action competencies are crucial for top management.

Middle managers translate the goals of the top management into workable plans for first line managers to implement as well as coordinating their activities. At this level, teamwork, and planning and administration competencies are vital so as to achieve organizational goals in. First line managers are directly responsible for supervision of the delivery of services or goods. Technical expertise is important for this level. non- managerial positions involve the production of the actual services or goods.

An individual's commitment to an organization depends on several factors. The consistency of the organization's mission and vision with an individual's personal beliefs and convictions influences commitment. This plays a significant part especially when viewed with regard to the social and religious realms. The organization's culture, which is the system of shared meaning and beliefs held by its members and largely determines how they act also influences commitment. This includes the degree to which employees are committed to values of: precision, innovation, efficiency, <https://assignbuster.com/essay-on-the-future-of-nonprofits-organizations/>

effectiveness and team work. Most employees are committed to organizations with strong values. An organization's structural plan ultimately influences commitment. The organizations which have systems that allow professional growth and development attract more commitment from their employees than those that don't (Cornforth, 2003).

Opportunities for employment in non-profit organizations exist in a wide array of sectors including education, health, agriculture, energy among others. These agencies are involved in working with communities and groups so as to alleviate problems using a participatory approach (Grobman, 2007).

A career in the not-for profit sector has many rewards. With most agencies providing salaries that are higher than those offered by for-profit firms, the monetary incentive is alluring. The service of working to alleviate the problems of a society brings a feeling of satisfaction and compassion.

Exemplary service in not-for profit organizations can lead to recognition by government and world bodies such as the United Nations, a good example being Nobel laureate Wangari Maathai from Kenya, who won the Nobel prize for her efforts in protecting the environment through her Green Belt movement.

Requirements for entry level jobs vary with different organizations. Some require basic education while others require advanced levels. Generally college education is suffice for most entry level jobs. Once in the job and with continued education, one can easily scale up the ladder to administrative positions.

Most not for profit agencies employ on contractual terms. This may range from three months to two or five years for most. However do some employ on permanent and pensionable terms.

References

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