

# Good essay on paper about an organization

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



## **Overview of an Organization's Operation**

### Introduction

Bit-me organization is a private-public enterprise. Initially, the organization was a private enterprise. That is; private entities owned it. The resolution of the organization was to provide public goods that could not be adequately offered by the public enterprises at a time. One of the most supportive essentials in the success of the organization at the time was the qualified and dedicated personnel in the organization. Particularly, the organization was short of capital resources. However, the employees were effective and efficient in their operation. Simply, the organization required support from the government and other financially stable institutions continually to offer the services to the citizens. Ideally, the major role of the organization was to offer medical attention to drug addicts in this organization. It engaged in rehabilitation services to citizens at a costly prize in return. This essay aims at describing the structure, environment, economic system and management practices are adopted by the organization with reference to the current management practices.

The organization is a private-public enterprise. The government has had it take over most of the services related to what the organization dealt with in the previous times. The organization had been unable to operate efficiently because of the hard times it faced financing its equipment and services. The government chipped in to form a dynamic business form, public-private organization. Ideally, the organization's employees are paid by the government. The government does not interfere with the organizations operational activities. However, it finances the activities of the organization

since the partnership formed in this Private, public partnership is deemed to be long-run. The government, through the cabinet secretary, offers leadership and genuine follow-up of the manner in which the executive manages the organization. The organization is composed of executive managers and other staff. The government has a statistic of the organization's employees.

Most of the organizations within the locality are not restricted to any rules. That is; they are free to engage in a competitive environment. The economy of the United States has sound institutions that are delegating economic maintenance policies to regulate this environment. However, the organization depends on the government's willingness to cooperate with the management team. A study conducted in the year 2004 indicated business environments were undergoing dynamic advancements. Ideally, some of the factors that have affected the performance of the organization include the degree of political stability. At times, the political environment becomes cumbersome. That is; when political environment is unfriendly, the management undergoes a hard time. This is because most of the political leaders always take advantage of the anguish to control the management practices within the organization. This becomes hard for the entire organization since the law provides that the management of the organization is only answerable to the cabinet secretaries.

Instances where the government is involved in the management include human resource sustenance. The government is deemed to have delegated its role to the company as a partner in offering the services to the clients. Therefore, the government intends to have its services that are rendered at

favorable costs that each person can afford. The fee paid by the citizens who receive the services of Bit-me organization does not rhyme with the expense undergone when trying to offer the service. Because of this, the government provides operational capital. It is the role of the management of the organization to retain the human resource facility in the organization. This is the staffing role of management.

After the government delegates its role to the private management board, it gains the status of a watchdog. It depicts that it does not participate in the definite composition of the organizational structure of the firm. The organization has been effective in an affirmative manner. One of the secrets behind the productivity is the framework and state of operational management planning. Particularly, the organization has a defined framework of employees. It indicates the order of employees in terms of hierarchy. Management concepts imply that the organization is supposed to have senior and junior within the organization. The organizational framework shows the respective task forces and their responsibilities. It has been effective since it creates a sense of understanding and background of the analysis to identify what resources are essential and those that should be retrenched.

There are several measures that the human resource management department of this organization has put into place. First, the employee performance appraisal and motivation has been effectively implemented for the last four years. The employees have some unsatisfied needs. The human resource department owes the employees a favor. Most employees are appreciated appropriately. Implicitly, the human resource management

department has had a program of awarding employees accordingly. There are two motivational theories that the department has professional practices with reference to the current employment scheme. They are the Maslow's Hierarchy of needs theory and the Herzberg's motivation theory. However, the human resource manager responds that the Maslow's theory is adopted in large scales. The theory requires that the employees are offered motivation in terms of goods or services that they have not acquired yet. According to the theory, it is not important for the employees to be offered needs that have already been satisfied. A fresh search has been carried out, and material gifts have been discouraging immensely.

The organization incorporates technology. That is; some of the facilities used by the organization are technologically based. The management undergoes a skeptical process of identifying the skills of the employees to hire. Ideally, they carry out technical based recruitment interviews. The recruits are supposed to have excellently since they are required to deal with human beings. The current economic-trend in the United States is driving the livelihood to a technical world where most solutions are offered in terms of technology. However, the human resource department runs a training program. The technology is changing. Therefore, some of the employees might not have undergone the training of the developing technology in school. Therefore, the organization takes the initiative to train them.

Awareness of new economic trends is one of the vital things that the human resource managers take seriously. Most importantly, employee turnover is determined by the assessment that is carried out on the employees.

Accordingly, the structures of the organization are slightly complex. The

layout below is a perfect demonstration of the structure.

There are different sectors that are omitted in this organizational structure.

They are the roles that the government plays within the organization. Ideally,

the organization has a define set of rules that are followed by the

organizational management team. First, there is a stable form of

communication. Initially, there is a downward and upward communication.

That is; orders are expected to be disseminated by the president of the

organization. The juniors are supposed to follow the regulations given by the

seniors. Most importantly, the organization allows two way communications.

That is; the juniors have a clear platform to air their views to the

management team of the organization. Ideally, the workers are free to give

the proposal on whatever modifications they deem important to the

operation of the organization. It is vital that the organization creates a

platform for proposed changes. The stakeholder's and employees of the

organization are free to create better ways of operation.

The freedom of expression and ideas is one of the strategies that the

organization uses to promote leadership and innovation within the

organization. The eternity of the organization's partnership with the

government depends on the performance registered. The continued

innovation of the organization defines the terms and conditions under which

the partnership is expected to last. In the recent past, the organization has

recorded ample collaboration among employees.

There is a unique interrelation between senior and juniors within the

organization. In addition, the organization has also witnessed the advantage

of having collaborative attitudes between employees. Because of this, the

organization has teamed up the members of the staff into groups. The groups engage extra-curricular activities to enhance unity amongst them. Different sporting teams have been formed within the organization. They are a solid evidence of the level of cooperation between the employees. After an internal analysis, the employees and the seniors are impressed by the good environment created within the organization.

The organization culture has been coordinated by the manner in which the staff of the organization conducts activities. It has a vision of ensuring the sanity within the society. Most of the youths who undergo medical and mental complications are well treated in this organization. The employees are devoted and ready to serve the citizens selflessly. The proper treatment of the organization executive by the partner government has encouraged the coordinative and perception of the employees to be affirmative. The employees in this case have acquired an encouraging attitude towards each other and the stakeholders. It is expected that the organization has a long-run impression of working with the government to provide the services without reorganization.

Most of the business forms with the United States have the freedom to go globally. However, the subject organization does not have the intention of going global. Ideally, an organization can only accept to have internationally living citizens to the facilities. Remarkably, the major services and goods offered by the organization are public. This means that the organization operates on a non-profit making basis. It aims at ensuring the general public acquires some of the services that are expensive to acquire if the state government does not give an assisting hand.

Most of the private- public partnerships do not have the freedom to open other service outlets outside the domestic boundaries. If it allows the organization to go global, it is deemed that the organization may alter the function ability. In addition, the organization requires that the members of staff remain committed to the national loyalty pledge of ensuring quality service to the citizens of the United States of America. One of the major threats that would face the organization if it proposed ongoing global would be the poor allocation of national domestic resources. All the resources and funds used to run this program come from the taxpayers. Therefore, no one else in the world deserves these benefits before the citizens acquire them.