

Goal succession and displacement essay



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Without the active and solid participation of each, the title “ established organization” would not be entailed to their group. Their organization may also become non-existent at all, if such conditions are unsatisfied. At the start of the formation of the every organization, goals and objectives are set and these will act as the groups target or basis that they will be persevering on to achieve with the long run of their journey towards success. These so-called “ standards” will indicate whether the organization is a successful or a non-successful one.

There are times when a certain organization sets its goals and in the end, manages to fulfill each of these stated “ standards”, but, there are also instances when these goals may be unfulfilled or become displaced. This is where the “ GOAL SUCCESSION AND DISPLACEMENT” comes in. GOAL SUCCESSION is the complete realization of the goals of a certain group or organization, that is, if we speak of human relations, but, it may also refer to the achievement of individual goals. Same principle applies to Goal Displacement.

GOAL DISPLACEMENT refers to the dislodgement of the goal itself, which may be the result of shortage in fund, mismanagement of time, etc. For example, the goal of a certain maritime vessel is to reach Port B from Port A, within a time-period of 15 days. This was their original goal. But, during the height of their voyage, one of the ship’s primary engines broke down, causing the ship to a decelerated stop. The only way to handle the problem was for the crew to fix the engine, but, this action caused a three (3) -day delay in the entire ship operation.

Left with no other options to choose from, instead of sticking with the original plan, the captain was forced to deter his decision to a new one. He informed the port authorities of Port B about their situation and that they would be arriving there within 18-19 days instead of the original 15 days. This kind of situation is a vivid example of Goal Displacement in an organization, where, in this case, the ship and its crew and captain and the organization itself. As stated, Goal Succession and Displacement may also or better be observed, among individuals.

For example, The proponent of this project decided to conduct a study on the specific topic mentioned above for the following reasons: (1)He wanted to know the role of Goal Succession and Displacement in Organizations, (2)He wanted to know how effective communication plays its part in the Succession and the Displacement of Goals, and (3)He wanted to find out whether Goal Succession and Displacement brings about certain effects to the operation of the group, its members, and the organization itself..

He also wants to answer some minor questions regarding the topic such as: (1) What is Goal Succession? What factors cause it? (2) What is Goal Displacement? What factors cause it? (3) Why and how does Goal Succession lead to Goal Displacement? (4) What possible preventions and solutions must the head/manager do in order to prevent Goal Succession into leading Goal Displacement? B. Significance of the Study

This study focuses on goal succession and displacement. Since the proponent of this study is a future officer onboard, it is just timely and significant for him to learn the basic principles of organization. In this study,

goal is being treated as one of these principles. A ship is a very concrete example of an organization wherein the captain, as the overall in charge, acts as the head of the group and the crews are his members.

If all of these individuals know the specific roles they play in their organization and if each of them know the principles and possess the right qualities that a seafarer should possess, then a “ smooth sailing” on the operation of the group would be expected, with the least possible number of problems expected and with as much as zero accidents and casualty noted.