

Organizational development plan

Psychology



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The paper “ Organizational Development Plan" is a potent variant of a case study on human resources. Beyond doubt, the HR is the company’s most important resource. It is the HR that ensures that the mental health agency fulfills its objectives. In order for the organization to operate efficiently, it is important for the human resource to be adequately equipped to perform individual duties (Heneman, 2002). What this means is that the organization should hire the right number of staff with the necessary qualifications so that tasks are completed with quality in mind. The following sections of the paper will highlight the organization’s strengths, weaknesses, challenges, and opportunities with respect to strategic staffing and planning.

Strengths

Based on the job and task analysis conducted by the HR department, it is evident that the mental health agency has a well-defined set of objectives and adequate work-related resources. The organization also has a well-motivated staff that is ready to learn new skills. The members of staff are therefore less likely to oppose plans related to their training. The members of staff mostly are trained to handle tasks related to their jobs.

Weaknesses

The organization has little considered the issue of diversity when employing staff. Considering the need to consider this factor in line with government regulations, the organization needs to balance its workforce in terms of gender equity and socio-cultural representation. Yet again, it has been noted that most of the staff have not been given the opportunity to advance their skills. This means that they have possibly relied on outdated methods to

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complete work. Yet again, the organization has previously considered very limited factors when hiring members of staff. In connection to this, mostly the talents of employees have not been harnessed for their benefit and for the benefit of the organization. Challenges

While the organization is ready to see its staff develop, there are numerous challenges it will experience with respect to strategic staffing and training. For one, the top management has been reluctant to change its recruitment and hiring policies that concentrated mainly on employees' educational background. Yet again, the organization has limited resources that may be directed toward the training of many employees.

Opportunities

With the new policies adopted by the HR department, the company will engage in hiring staff based on the company's needs, employee skills, experience level, and talents. The organization has the potential of organizing in-house training to staff members which will require the expenditure of very little resources. With such trainings, members of staff will acquire new skills thereby improving their efficiency.

Employee Training Plan

The company's production staff are well trained in handling various tasks including operating production machinery and maintaining them. With the company's aim of improving efficiency through the application of technology in place, the organization needs members of staff to be well equipped with skills related to the application of IT. Employees and new staff need to be trained on the use of various computer applications depending on their

specialties. The training will be directly linked to the objectives and mission of the company. The training will be evaluated in view of its effects on employee productivity and efficiency.

The company has a few employees who are well equipped with technological skills. Furthermore, the organization has acquired the necessary equipment for the training including computers and teaching materials. The training will also be applied with the aim of instilling organizational values among employees. The training will mainly be aimed at bringing change in the manner of working, from paper-based record keeping to electronic record-keeping among others. Yet again, the training will see fresh ideas being adopted by the company in respect of information transfer and the adoption of organizational values.

In-house training will mainly be applied, the course content being designed by the organization's human resource department. The training will be aimed at supporting employees' ongoing development and improving operational efficiency. Yet again, the training will be beneficial in seeing the employees' progress as they work for the company. The organization hopes to see an improvement in information transfer among various departments and will benefit from the production efficiency. In special cases, external service providers will be contracted to offer training to employees.

The training is expected to last two weeks with employees undergoing the training receiving training allowances. Yet again, the trainers will be compensated for the service that they will offer. The training will involve <https://assignbuster.com/organizational-development-plan/>

multiple training sessions with theory and practical lessons being offered.

Budget

Resource -Estimated the cost

Additional computers & software - 30, 000

Computer accessories - 5, 000

Training Staff Pay - 30, 000

Training allowances - 20, 000

Total - 85, 000