Organizational Development

Staci Barfield

MGT517 Organizational Behavior

Instructor Dr. Thomas Spotts

November 17, 2020

**Author Note**

Staci Barfield

I have no known conflict of interest to disclose

Correspondence concerning this article should be addressed to (Name)

Email :(sbarfield@grantham.edu)

Abstract

In today’s workplace environment, organizations ought to engage in processes that would help enhance their capacity. This brings about organizational development, allowing firms to attain greater effectiveness while reinforcing appropriate strategies, techniques, and structures. Organizational development (OD) not only tries out something, but the approach applies scientific findings (Ravichandran & Bano, 2016). Here, various assumptions are tested, and the outcomes are viewed to determine whether they reflect the primary intention. OD carries multiple business outcomes. These are not limited to the organization’s financial performance, employee engagement, and customer satisfaction. This paper is concerned with the workplace happenings where the tasks performed by different parties determine the successes of an institution, ensuring employees are satisfied, thus enhancing productivity.

*Keywords*: organizational development (OD), workplace, employee satisfaction

Organizational Development

Organizational Development is crucial in enhancing efficiency and effectiveness within organizations. It is a matter of the fact that change towards efficiency is the main goal for every Organization. Organizational development interventions focus on areas that need improvement. In my current workplace, some processes need improvement to enhance the performance of the entire Organization. I have chosen my workplace because I feel that if these issues are sorted, success and growth will be inevitable (Ravichandran&Bano, 2016).

Various changes need to be implemented in human resource management within the Organization to boost employees' productivity and morale. The first change is on training and development. Training and development within the Organization are shallow. When there is new employees' recruitment, they are not taken through thorough training before joining the other employees. Therefore, these employees end up making poor decisions that impact the entire Organization negatively. Training should be comprehensive to avoid such mistakes within an organization.

The other structure that needs some changes is how information flows within the Organization. The employees do not have any chance of airing their grievances to the top management since the information flows from top to bottom and vice-versa. The supervisors distort some information along the way, thus affecting communication channels. There should be space for the employees to reach out to the top management either directly or through the implementation of suggestion boxes (Singh&Ramdeo, 2020).

The other change that should be considered is how the Organization rewards the best performers. The Organization should come up with a plan on how to reward the best performers within the Organization. This should either be through bonuses, promotions, or other benefits such as insurance covers.

References

Ravichandran, N., &Bano, R. (2016). A Review of Antecedents, Correlates, and Consequences of HR Practices: A Conceptual Model of Organizational Development. *IUP Journal of Organizational Behavior*, *15*(4).

Singh, R., &Ramdeo, S. (2020). Evaluation of Organizational Development. In *Leading Organizational Development and Change* (pp. 401-419). Palgrave Macmillan, Cham.