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by S S

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Organizational Development and Change

In the current world, technology has become the driving aspect of a business. As the population of employees continues to increase, more upgrades and updates have been developed to make their work easier. Hence, organizational development is being influenced by technology to improve and enhance its employees' work and responsibilities. Shifting organization development professionals as strategic business partners is one of the trends that will influence talent development and organization development for organizations where technology has been implemented. First, organizational development through shifting platforms will enable more employees to have a sound mind and good mental health. Their work would be made easier using technological advancements that would be implemented in the organization. This change would improve their work faster and efficiently through training and orientation of the technological advancements for employees who are not well affirmed with technology.

Also, the implementation of technology can promote the organizational development enhancing the talents of information technology employees who would help the employee guard and protect customers and the corporate information for being breached or hacked. Organizations should put separate funds to help them determine individuals with high potential who would contribute to the company and differentiate them from individuals with lower potential (Church & Burke, 2017). They could use methods such as 360 feedback and personality measures. This would help the company use their limited funds for the right group, hence, enhancing talents. Organizational development professionals should adapt and embrace technology because the world is in the digital age, where every activity is influenced by it. However, they should be careful not to lose sight of their main goals, which are to improve their performance levels and those of the organization.

Reference

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Church, A. H., & Burke, W. W. (2017). Four trends shaping the future of organizations and organization development. *OD Practitioner*, 49(3), 14-22.

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