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by S J

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From my personal experience with organizational development and design, the primary practical logic of the organization was defined by the organizational structure, which stated the strategies and scope to be translated into different accomplishments that were to be undertaken by different sectors, linking the units together to form the organization. The organization employed the matrix structure, which joined elements of both divisional and functional models, assembling members into functional sectors of specialization and further separating them into divisional ventures and products. Therefore, team members were accorded more autonomy and expected to take more accountability for their assignments, thus increasing the team's productivity. Additionally, this structure fostered greater creativity and innovation allowing managers to resolve decision-making complications through group collaborations. Eriksson & Kadefors (2017) maintains that although this structure took a lot of effort and planning, it proved appropriate for organizational management, thus contributing to its formation.

Nonetheless, these structures harmonized and governed the organizational processes resulting in effective and efficient tasks and goals. Most importantly, since the structures were well implemented, processes were well synchronized, resulting in an environment where all the team members were cognizant of their duties. Likewise, due to the proper procedures, the outcomes demonstrated efficiency and effectiveness, which played a crucial role in forming the organization.

One positive outcome of organizational development and design from my experience was enhancing products and service delivery. Since innovation encouraged the formation of the organization, services and products were enhanced. Similarly, the organizational design and development strategies promoted employee development, which focused on gratifying their

successes, boosting morale, and motivation, thus achieving innovation. This approach led to high prominence in employee engagement, leading to increased innovation and creativity, thus posting a positive outcome. Another positive outcome was employee development because the organizational development focused on increased communication influencing workers to table their preferred transformations. Since there was a constant market and industrial change, there was a need for employee development, which was encouraged by organizational design and development.

Moreover, employee development was influenced by the regular enhancements of their skills encouraged by the organization to meet the evolving market requirements, which was achieved through training, learning, competency improvement, and work procedure advances programs. The third positive outcome that I experienced was increased communication due to the organizational design and development implementation. Employees were encouraged to freely interact and post their feedbacks within the organization without fear of discrimination or victimization. Moreover, this assisted in improving and ensuring that all workers were aligned and shared the company's values and objectives (Törnblom, 2020). Also, the encouragement of upholding honest communications within the organization led to an increased understanding of the necessity for change within the organization. Lastly, communication channels were open across all organizational levels, leading to the conveyance of relevant feedback, which was shared for expansion. On the contrary, the primary adverse outcome from this experience was that some processes such as conducting surveys on the efficiency of the organizational procedures and client feedbacks were time-consuming. Such processes affected the organization's short-term productivity.

Lastly, if I would have been a member of the organization's leadership, I would initially instruct for a SWOT analysis to be conducted to identify external factors and determining the organization's assets and flaws concerning the prospects and threats in the work environment when considering the organizational design and development schemes to employ (Van Der Steen et al., 2011). This analysis would have enabled the organization to identify the ideal structure that would mitigate processes that would ideally consume more time affecting the organization's short-term productivity. Also, this analysis would help in building and strengthening the organizational advantages for success whereas minimizing factors that would result in adverse outcomes.

References

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