

Factors Affecting Organizational Effectiveness Of Nursing

For creating a balance in the organizational environment, harmony amongst the employees and the employer is a prerequisite. The factors that help in determining an organizational balance are the sociology of an environment, psychology of the people working there, channels of communication along with a sound and rational management. The book highlights the fundamental concepts of organizational behaviour, and its applications in the Indian organizational scenario. The second edition of the book, maintaining the same chapters' organization as in the previous edition, comprises 28 chapters based on the fundamental concepts of organizational behaviour, and case studies from various Indian industry verticals. These case studies reveal the authors' experience in real-life scenario as consultants as well as their observations pertaining to the concepts of organizational behaviour. Besides, the text lays emphasis on some modern tools of management such as TQM, BPR and Knowledge Management, which is a unique feature of this book. The book is designed for the students of management and psychology. Moreover, it is useful for the postgraduate students of commerce as well as it is of immense use to the personnel associated with technical, commercial and IT-based industries requiring human resource management. **KEY FEATURES** • Every chapter is concluded with a real-life case study. • Appendices added to most of the chapters contain research-based questionnaire instruments. • Discussion Questions on Case studies enhance learning among students. **NEW TO THE SECOND EDITION** Includes three new sections on 'Case Study Method as an Important Pedagogy', 'Classification of Case Studies' and 'Steps of Solving a Case'. Incorporates 29 new short and sharp cases at the end of the book to make the reader aware of real-life situations. **TARGET AUDIENCE** • MBA / PGDM / BBA • BA (Hons.) Psychology • MCom

This book explores the value component of corporate culture of companies and their relationship with production efficiency and personal values of the employee. The authors combine both qualitative analysis of the experiences of leaders of these organizations and the most advanced quantitative analysis regarding the corporate performances.

"The strategic planning is good, but the implementation of the strategy is problematic," that's the phrase we often hear. Strategic planning can be good because we have abundant literature clarifies strategic planning in our scientific treasures. On the other hand, strategy implementation is problematic because the literature that clarifies the problem of implementing each strategy is scarce. The book that discusses the problem of implementing strategy, especially in the context of discussion based on research, does not even exist yet. To fill this tremendous gap is one of this book's objective. After careful examination, I can share that there are at least three entry points if one wants to further understand strategy implementation. The first entry point is understanding number of factors that support the implementation of a strategy where these factors must be studied, mastered and possessed for the strategy to be successful. The second entry point is understanding that there is a framework or model that must be followed if we want to be successful in implementing strategy. The framework or model must be studied, mastered and followed so that the strategies that have been made are correctly implemented and the results are successful. The third entry point is to realize that there are a number of problems that are obstacles to the implementation of the strategy. These inhibiting problems must be studied, understood and overcome so that the strategy does not fail to implement and be successful. Each entry point above requires understanding because it has its own complexity. This book you are reading has a third point of entry. This book helps you learn and understand the factors that hinder the implementation of the strategy so that your strategy does not fail or reverse its achievement. This book helps you avoid failing to implement strategies that are very, very easy to find in any organization. Read this book to help you have systematics when deciphering what problems cause poor implementation of a strategy.

Economic and business growth is driven by the continuous re-evaluation and optimization of current policies and practices. By implementing more effective procedures, businesses can increase their levels of competitiveness. *Factors Affecting Firm Competitiveness and Performance in the Modern Business World* is an authoritative reference source for the latest scholarly research on the most appropriate measures and initiatives for firms to become more competitive within various sectors. Incorporating interdisciplinary perspectives through theoretical foundations and real-world case studies, this book is ideally designed for professionals, practitioners, upper-level students, policy makers, and managers interested in the optimization of business performance.

Business process reengineering is arguably the management paradigm of the decade. No other paradigm for organizational innovation and improvement has achieved a stronger presence and impact in corporate boardrooms around the world. In recent years reengineering has also moved away from the hype into real-world application, and there is now a vast pool of techniques and experience ready to be tapped by organizational-change advocates. This book provides an international showcase of reengineering in action, with contributions from more than forty experts spanning five continents. Besides prescriptions of concepts and tools, it presents case studies of public sector as well as private sector reengineering experience, and visions of the future of reengineering practice. **Contents:** Introduction: Reengineering for World-Class Excellence **Concepts and Tools:** Workflow Management Technology The RARE System Integrated Business Process Management BPR-Enabled Systems Engineering Supply Chain Management Reference Process Building Blocks Diagnosing Process Design Unit of Analysis Electronic Commerce Object-Oriented Models **Public Sector Experience:** Singapore's Public Sector US Department of Defense Extensions of IDEF Methodology Civil Services in Taiwan Customer Participation and Commitment Yin-Yang Balanced Approach **Private Sector Experience:** IT Dimensions and Interdependencies HR Development Systems End-User Support BPR in India Textile Manufacturing **A Scientific Approach** **Future Prospects:** Managing Risks **Into the 3rd Millennium Readership:** CEOs, CIOs, COOs, IS managers, HR managers, management consultants, industrial engineers and educators.

Limited research exists about the determinants of sales organization effectiveness in pharmaceutical sales organizations. To fill this void, sales management control, sales territory design, and sales force performance are conceptualized as antecedents to sales organization effectiveness in pharmaceutical sales organizations. The results of the structural equation model tested suggested that pharmaceutical sales representatives perform better and are more effective when they are satisfied with sales territory design because of its significant relationship with sales force behavioral performance. The present study suggests sales force behavioral performance leads to sales organization effectiveness through its significant relationship to sales force outcome performance. These findings are somewhat different to those from similar studies in other industries, and identify some important implications for sales leaders in the pharmaceutical

industry as well as suggesting a number of important research directions.

Discover the most progressive thinking about organizations today as acclaimed author Richard Daft balances recent, innovative ideas with proven classic theories and effective business practices. Daft's best-selling ORGANIZATION THEORY AND DESIGN presents a captivating, compelling snapshot of contemporary organizations and the concepts driving their success. Recognized as one of the most systematic, well-organized texts in the market, the 13th edition of ORGANIZATION THEORY AND DESIGN helps both future and current managers thoroughly prepare for the challenges of today's business world. This revision showcases some of the most current examples and research alongside time-tested principles. Readers see how many of today's well-known organizations thrive amidst a rapidly changing, highly competitive international environment. New learning features provide opportunities for readers to apply concepts and refine personal business skills and insights. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

"The book focuses on application of performance analysis tools, not the theory of performance management. This text is an effective learning tool for students in analytical technique courses in public administration and policy programs. With other texts, students may learn about a statistical concept and calculation, but still don't understand the managerial context where the statistical tool applies. Consequently, they often fail to understand the managerial importance of statistical tools they learn, and worse, fail to recognize the correct tool to use when a managerial issue rises. This book corrects this problem by providing a managerial context that bridges statistical concepts and the managerial reality. The managerial context is performance management, in which performance data are presented, monitored, and analyzed. It is in this performance management context that the usefulness and applicability of statistical tools are illuminated for the learner."--BOOK JACKET.

In this book Linda Holbeche offers an historical narrative on the changing landscape of work since the 1980s and considers how definitions of organizational effectiveness have changed over time. She considers the characteristics and effects of the neo-liberal work culture of new capitalism, and how HRM practices have contributed to shaping this work culture. Influencing Organizational Effectiveness challenges mainstream thinking around business strategy, change and organizational effectiveness, and about the roles of HRM and management. While the overall tone of the book is critical, Holbeche argues that HRM can play an active role in giving voice to employees and advancing organizational effectiveness. Grounded in research, this book includes reflective questions, case studies and helpful guidelines to support HRM and organizational development professionals and master's-level students. It illustrates what 'better' might look like and how HRM can contribute to a new definition of effectiveness which is aligned to the needs of modern organizations.

As the use of remote work has recently skyrocketed, digital transformation within the workplace has gone under a microscope, and it has become abundantly clear that the incorporation of new technologies in the workplace is the future of business. These technologies keep businesses up to date with their capabilities to perform remote work and make processes more efficient and effective than ever before. In understanding digital transformation in the workplace there needs to be advanced research on technology, organizational change, and the impacts of remote work on the business, the employees, and day-to-day work practices. This advancement to a digital work culture and remote work is rapidly undergoing major advancements, and research is needed to keep up with both the positives and negatives to this transformation. The Research Anthology on Digital Transformation, Organizational Change, and the Impact of Remote Work contains hand-selected, previously published research that explores the impacts of remote work on business workplaces while also focusing on digital transformation for improving the efficiency of work. While highlighting work technologies, digital practices, business management, organizational change, and the effects of remote work on employees, this book is an all-encompassing research work intended for managers, business owners, IT specialists, executives, practitioners, stakeholders, researchers, academicians, and students interested in how digital transformation and remote work is affecting workplaces.

This study investigated the relationship between leadership style of department heads and performance of faculty members at the Philippine Military Academy. This study assessed the leadership styles of the department heads of the Philippine Military Academy (PMA). The four styles studied included Exploitative-Authoritative, Benevolent-Authoritative, Consultative, and Participative based on the Likerts Leadership Styles. This study likewise, assessed the performance of the faculty members of the academy in terms of their teaching competencies, and their personal and social qualities. The influence of the department heads profiles in terms of age, rank, and educational attainment on their leadership styles were determined, as well as the relationship of the leadership styles to the faculty members performance.

It has been extensively documented that significant differences exist between organizations operating in different countries - differences due to factors such as national and organizational cultures, strategic orientations, and management styles. What is less clear, however, is whether there are significant differences in the factors that drive performance in the most successful firms regardless of country. Using nationally representative samples of U.S., English, French, German, and Japanese firms, we found unsurprising differences in organizational cultures (the Japanese businesses with more clan-oriented cultures and the French firms with more hierarchical ones, for instance). However, there were no overall country-specific slopes or intercepts in regressions relating factors such as innovativeness, organizational climate and culture, and customer orientation, to business performance. We conclude that successful firms transcend national culture differences to develop a common pattern of drivers of business performance which includes a primary focus on organizational innovativeness, a friendly climate, and a competitive culture.

Creating alignment between the office environment, and the business objectives and mission of the organization, this new book provides a framework for the manager to develop strategies and tactics to leverage the work environment as a

An empirical study was undertaken (a) to examine the characteristics, influencing factors, and effectiveness of a distinctive Chinese management model adopted by the newly founded private enterprises in mainland China, as well as (b) to test the "fit" notion in contingency theory. The study was based on a random sample of 124 standardized personal interviews with CEOs of Chinese industrial and service companies in Beijing and Shanghai. The standardized questionnaire mainly contained the Aston structure scales (Pugh and Hickson 1976) and Khandwalla's (1977) management schedules. Besides, three case examples were studied including one state-owned bank and two private enterprises. Using AMOS structural equation modeling, size, mass-technology and uncertainty, as well as CEO need for achievement, environmental constraints and selected Chinese characteristics, were specified as influencing factors of "bureaucracy" and managerial practices, which included strategic orientation, leadership style, decision-making, communication and subcontracting. Another model analyzed the influence of various key success factors on organizational effectiveness. The findings provided support for the re-adoption of a distinctive Chinese management model in private companies, characterized by autocratic leadership, low formalization, "Chinese entrepreneurship" and network-based "webs". Private enterprises also tended to readopt and emphasize traditional Chinese family-related values. The distinctiveness of this model was, *ceteris paribus*, due to this emphasis on familism, which had a direct impact on organizational design and an indirect influence through its negative association with company size, which in turn significantly covaried with organizational design. This family-based ownership model was positively associated with organizational effectiveness. As regards contingency theory, the "traditional" fit hypotheses could not be rejected. In addition, less effective companies were not necessarily in "misfit". "Appropriate" structure, together with an optimizing planning style and firm age, were positively associated with performance. Managerial recommendations were codified in a CHINA(c) strategy framework for high effectiveness.

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