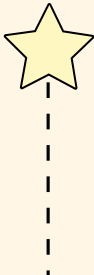# Organization Development : OD
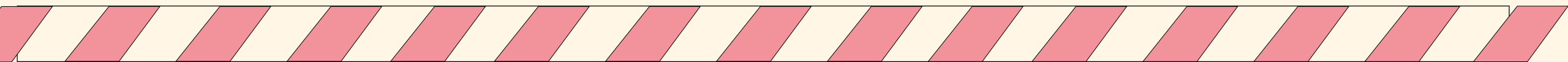
Organization Development : OD

1. What is organization development ?

2. Important factors for organizational development

3. Secrets to make a successful organization

4.Why should you develop an organization?

1. What is organization development ?
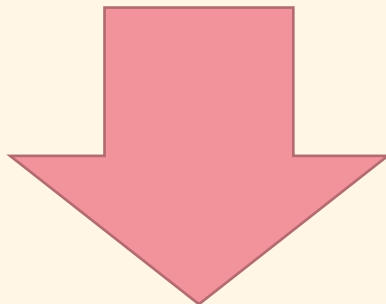
To develop an organization is to make an organization better. Changes for the better since behavior change operation organization structure system to work attitudes Nowadays, organizational development has become a tool used in management as well as driving the organization forward. keep pace with change and to strengthen the organization systematically as well as being more tangible

2. Important factors for organizational development

There are many factors that contribute to the development of an organization. Here are the overall 4 factors that influence the development of the organization the most. Those who are responsible for managing the organization should pay attention to these **4 main factors.** and manage for maximum efficiency

2. Important factors for organizational development

1. Organizational Infrastructure in various ways (Infrastructure) :

The organization's infrastructure includes everything from necessary equipment to technology and information. that must be ready and help promote efficient work Although the potential of human resources is ready. But if there is a problem with other resources It will inevitably reduce work efficiency. And causing the organization to develop slowly or stuck as well This is in contrast to an organization that cares about its infrastructure to support its best work. It can also contribute to helping personnel in the organization use their potential to work effectively as well.

2. Important factors for organizational development

2. Systematic work process (Process & System) : a standardized , clear

   systematic   work   system have   proper   procedures have   an evaluation Including fixing bugs in a timely manner A good working system will enable the organization to develop more efficiently.

2. Important factors for organizational development

3. Human Resources (Human Resource):

Human resources are considered to be the top priority of every organization. The organization has employees with the potential to work. Have a commitment to self and organizational development as well as having a positive attitude towards the organization Including having a vision of work It will help encourage the organization to develop further and more stable.

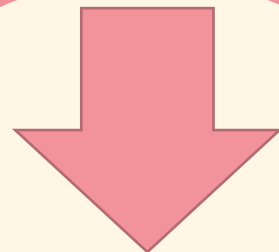# 2. Important factors for organizational development

4. Goals and Policy (Goal & Policy) :

The most important thing is that the organization must have clear goals. have a broad vision as well as having the direction to walk to the destination to be seen When there is a clear goal, there must be a business policy as well as an organizational policy that comes out as a guideline for working efficiently. If any one has no goals or no clear policy is like a ship sailing on the sea without a compass. Or a ship in the middle of the sea covered with thick fog. It's hard to know which way the ship should be heading, for what purpose, and the clear goal. effective policy It will contribute to the development of the organization quickly, with direction and potential.

3. Secrets to make a successful organization

Successful organizations must have many parts. both effective human resources to an excellent organizational management system The secrets to making organizational development successful are as follows. 7 factors.
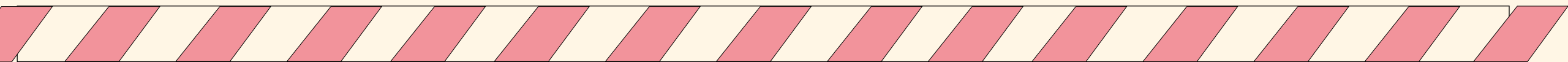
3. Secrets to make a successful organization

1. Getting good leaders

A good leader can lead an organization to success. And a good leader should be able to determine the direction of the organization as well as know how to drive the organization in the most appropriate way as well. Having good leaders is half the battle won. Because good leaders have great secrets to managing people in addition to management as well. Because the important backlash of the organization is all personnel. A good leader understands coordination and suggests the best course of action. Including being able to help solve problems effectively That is one of the secrets that make the organization develop and succeed.
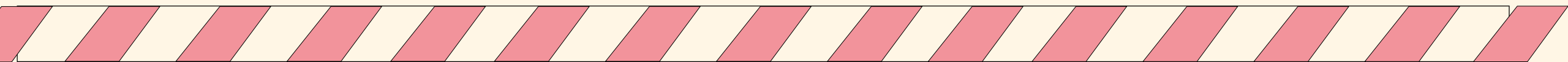
3. Secrets to make a successful organization

2. Getting effective followers

When there is a good leader, there must be an effective follower to be a great developmental ingredient. A good follower knows how to apply the leader's management approach to his advantage. When there is a problem, how should it be solved? or how to perform the most effective work At the same time, they should be witty. Suggest something useful Solve problems quickly as well as being a good supporter as well If the general gets soldiers in an inefficient division It's hard for an army to win with only one commander. organization too The fact that all personnel are strong from the leader to the subordinates It is a very important part to make the organization develop with potential and success.
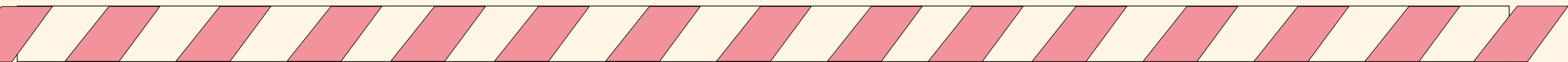
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3. Participation of all sectors

To develop an effective organization is that everyone must work together to drive the organization together. Being able to involve everyone will make everyone feel part of the organization and willingly contribute to pushing the organization forward. When everyone feels part of the organization, everyone will cooperate fully. Helping each other, not being embarrassed or blaming each other. Most importantly, everyone should participate in the operations of the organization, determine the direction and solve problems that arise. Getting the power from everyone together will make the organization move forward with strength as well. And cooperation is the source of unity. This is one of the important aspects of working together in an organization.
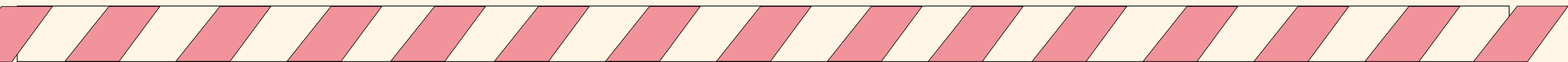
3. Secrets to make a successful organization

4. Have effective communication

Communication, even though it may seem trivial, is one of the most important aspects of working in any part of an organization. Communication is accurate, clear and easy to understand. will make everyone see the picture as well as the direction that will go straight together and join hands together to walk with strength While any organization has miscommunication or have inefficient communication It may cause everyone to understand the message is not the same. lead to wrongdoing would inevitably cause a negative effect on the organization as well Or ineffective communication causes personnel to lack understanding. or not willing to cooperate to drive the organization That would inevitably cause the organization to move forward with problems. and ultimately failed.
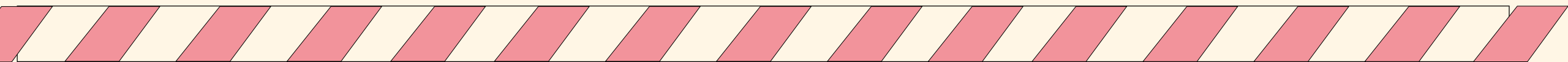
5. Work Motivation

When we keep working Boredom and discouragement will inevitably occur. One thing that can turn things around for the better is good motivation to work. Motivation is not always about money or welfare. But also includes encouragement, compliments, rewards, and other forms of motivation as well. Good motivation will be like water that can bring us to life. Or it is the impetus for us to strive to achieve the goals that we have set quite excellently.
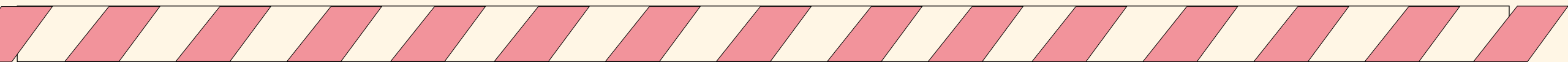
3. Secrets to make a successful organization

6. Evaluation

Most successful organizations always have a performance appraisal. and know how to apply the evaluation results to benefit Evaluation will let us know if what we are doing is successful or not. how much Is there anything that is flawed? Is there anything that should be improved? Or is there something that's already great? Is there anything else that should be added? As well as the potential of the personnel who do so, etc., when taking the evaluation in different parts Used to benefit, it will develop even more if we do not know how to evaluate it. We will never know where the organization stands on whether it is successful or bad. Evaluation is therefore an important part that will be used as a benchmark for measuring standards as well as helping to develop the organization to progress even further.
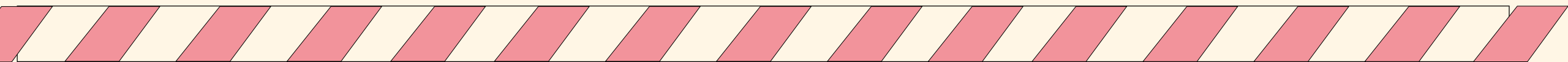
3. Secrets to make a successful organization

7. Training and capacity development

Training is a process of personnel development in the organization to have knowledge and competency as well as to develop better potential. Of course, it is the starting point to make the organization develop effectively with it. As we aim to develop a better organization, we should pay attention to developing personnel's potential through various trainings. both formal and informal so that employees always love to develop themselves

Why should you develop an organization?

There are many reasons that contribute to various organizations. Always have to develop yourself And do not stop to improve yourself even more because developing an organization to progress means increasing the potential of the organization as well. And when the organization has the potential, it will move forward to success gracefully. These factors are always behind the development of the organization.

Why should you develop an organization?

1. The complexity of the business world	4. Changes in technological factors
2. The complexity of management in the organization	5. Changes in the consumer market
3. Changes in economic factors	6. Career revolution and work style change

7. Finding New Opportunities