

Institutional Development & Success of Organization

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Companies or Organizations come into existence. It is easy to have inception but it is difficult to maintain its breath in this age of competition. Entities remain alive until they have firm foundations and keep change with the passage of time. They accept the new challenges and devise strategy to face them.

It has been oftenly observed that entities are registered with appropriate agency and follow the conditions based on the document. They do not make subsequent mother document having proper structure, implementation strategy, responsibilities and safeguards to employees, capacity building of staff, providing conducive working environment and maintaining relationship with the sister organizations etc. Without it the entities will function in chaos and anarchy.

Such situation may cause dominance of the owner and employees may be at a risk. Their loyalties will focus pleasure of the owner and not success of the organization. Hire and fire of staff will be common. In this scenario, organization suffers a lot. Firstly, only two or three in top management continue to work based on behaving the instructions of the owner. They may make suggestions on the directives of the owner. Secondly, the organization deprives itself from experienced hands. Only new blood is not enough for the organization but experience matters a lot. Thirdly, targets of the organization become difficult to achieve. Fourthly, such persons approach the organization for employment who wants to pass transitory period of unemployment. They will always remain in search of other employment opportunities. Fifthly, the reputation of the organization in the market gets set back. Sixthly, decline of such organization becomes due.

If employees will invest their capability to the organization it will ultimately benefit the owner and his organization. No one may create hurdles in success of the organization. If any one does so, the organization will be capable to overcome it.

The base of an organization must base on a document. The mother document contains the bifurcation of the branches, functions and hierarchy of each branch and working relationship between these branches. They ultimately culminate into central management to whom all branches report. The mother document or the byelaws/guidelines, made in pursuance of it, may provide procedure of hiring of staff and terms and conditions of their employment. The organization adopts well defined laid down procedure of /appointment and removal of staff from the employment. They know their boundaries of working and limitations of independence.

Every member of staff knows ones job assignment and objectives of the organization. Once being clear in functions, all staff serves with vigour and zeal in the interest of the organization. Thus such environment takes place that owner of the organization also feels compelled to serve for it instead of only for minting money.

The making of mother document, byelaws/guidelines, policies and Standing Operative Procedures etc is not enough. Their periodical review is equally important. Flowing water is important for health of mankind. Stagnant water earns smell and becomes

non useful almost for all the creatures. Simultaneously if the mother document and subsequent documents are not reviewed and updated with certain passage of time and according to needs, these may not remain important for smooth functioning, survival and success of an organization.

Changing time gives birth to new trends and challenges. Dynamics of an organization is also influenced by national and international factors. It causes death of old trends with birth of new challenges and requirements to proceed ahead. The constant review of the documents may help to align an organization with new necessities. Thus, an organization may keep breath continued in this age of competition.