

A Study on Employee Satisfaction of Organizational Development

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ABSTRACT- Organisational development for take care of employee satisfaction and employee development. Training and development for its essentially organization. The organization employee quality training and development program are provided to the employees. The results that the work experience. Where as significant as a employer satisfaction. Findings the indicates the existence of a correlation between employee satisfaction and loyalty increase the level of mutual benefits of the employee and the organization.

Keywords: Training, Satisfaction, Employees

I. INTRODUCTION

By identifying potential roadblocks and other problems in the organizational structure, organizational development uses behavioral science and other methodologies to transform cultures and increase performance. Though it is based in behavioral science, emerging fields such as systems thinking and organizational learning have led to the evolution of organizational development over time. Combining these various perspectives has created a holistic and collaborative process that can have a positive impact on the entire organization. In today's global economy, the field has expanded even further to help organizations respond to rapidly changing markets and business goals. Organizational development helps businesses make informed decisions to update strategy, values and culture. However, making changes to systems and structures must be done in a thoughtful manner to minimize negative consequences.

II. REVIEW OF LITERATURE

Choi & Lee (2002) is through their research gave a theoretical overview of how development and change management basically occurs. The article classifies four types' development theories namely; life-cycle theory, teleological theory, dialectical theory and evolutionary theory. The authors were of the opinion that these basic theories can be used to explain how change occurs in the organization. To explain that they developed a framework with these four theories and classified companies based on the mode and unit of change at various levels of organizational development.

Ikujiro Nonaka (1994) gives a comprehensive view of how knowledge is created within the organizations. The main variable identified for knowledge creation is innovation. It is defined as follows 'Innovation is a process in which the organization creates and defines problems and then actively develops new knowledge to solve them' The

article also identifies three dimensions of knowledge creation. This includes epistemology, ontological and the 'spiral' model of knowledge. The paper differentiates between codified, formal (explicit) and informal, personal information. He concluded that the organization played a very important role as far as knowledge is concerned. The organization can facilitate the creation of knowledge by encouraging socialization, internalization of codified information into tacit information etc.

Lee (2002) stated that knowledge creation is very important to insure a persistent positive financial growth. The authors basically classify the knowledge creation management strategies into either human or system oriented. They used empirical data to prove the link between the mode of knowledge creation and its management strategies. The authors concluded that proper grouping of the mode of knowledge being used and the strategies involved is essential to achieve the desired financial improvement. For example if the mode of knowledge creation is socialization it should be aligned with the human strategy in order for it to be effective. It also found out knowledge creation strategies different with different types of departments that are taken into account. This research also gives us guidelines for future research which includes a comparative analysis between the service and the manufacturing sector. This study basically shows how qualitative variables can be measured quantitatively. I will be using the study as a guide when formulating the survey form etc.

III. RESEARCH METHODOLOGY

OBJECTIVES OF STUDY

- To study the organization development
- To analyse the important of employee satisfaction
- To evaluate the scope of organization development

IMPORTANCE OF THE STUDY

An organizational development department is not only trying to implement change but also seeks to determine what the current strong points are and where changes may be necessary. This is an ongoing process that is continuously being reviewed and worked on again and again. Often, the organizational development department will ask individual departments to create a rolling plan of what they need to achieve and how they want to go there. In doing this, they are able to help the organization to achieve growth. "Organizational development is an important tool in managing and planning corporate growth. An organizational development analysis brings together sales projections and consumer demand to help determine the rate of company growth. This information is used to alter the company business plan and plan the expansion and use of company resources such as personnel and the distribution network to accommodate future growth."

ADVANTAGE OF STUDY

Employees in a company practicing OD receive ongoing training.

This investment empowers employees and creates in productivity.

Creates a workforce expertly tailored to meet its particular needs as it grows .

Empowered well-trained employees have higher morale and are better able to innovation

DISADVANTAGE OF STUDY

Organization development cannot successfully renew a business without a permanent commitment.

To bring about lasting change in any of a company's systems.

This requires a strong investment of both time and money.

Because organization development is a way of life for an organization rather than a one-time effort.

IV. SUGGESTION

See the list of suggested professional development activities below. Objective the staff members will need to accomplish in order to support continues improvement and carrier development. Professional development plan is created by the manager working closely with the staff member to development

V. CONCLUSION

Organization culture, policies and procedure, past experience, organization resources, and organization structure. It is concluded from this study that the moc contributed to organization development and

dissemination within participating hospitals programme coordinator responses indicate that these factors are utilized to manage spread and sustainability.

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