Organizational Health Assessment

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ABSTRACT

Health measurement is not just one concern, but decision about health indicators is another important issue to be dealt with. One of the research designates that organization must satisfy at least the threshold health level i.e. above the bottom quarter. However, one should identify the factors on the basis of one which compliments the other. In the present paper OHA has been assessed on the basis of following indicators: Respect for all individual, People centered work approach, Code of value, Focus in work and Active leadership involvement. Then, finally on the basis of overall summary percentage, suggestions have been given against the attribute with a percentile of less than 30%.

Keywords- Active leadership involvement, Code of value, focus in work, People centered work approach, Respect for all individual etc.

I. INTRODUCTION

Health assessment began decades ago and involved intense study of reviews of several surveys, books research articles etc. Organizational Health can be defined as organizational capability to function effectually and to grow. Three key attributes pertaining to organizational health as revealed by different studies are: internal alignment, execution and its renewal capability.

Constituents of organizational health:

- Goal Oriented: There should be advocacy towards the organizational goals.
- Communication: It should be free from any sort of falsification and it should travel horizontally as well as vertically.
- Power Equality: There must be impartial influence distribution among the team leader as well as his team members.
- Resource utilization: There must be optimal utilization of resources in along with the minimal level of strain.
- Morale: There should be a sense of satisfaction, pleasure as well as security among the members.
- Innovativeness: The team must be diverse as well as creative.
- Autonomy: There should be a state of autonomy that each have the freedom to fulfill their roles and responsibilities.
- Unification: There need to be sense of cohesiveness among the members

Following are the essential 9 elements of organizational health:
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II. LITERATURE REVIEW


III. WORK UNDERTAKEN

Following tasks are undertaken, to carry OHA:

Organization Health Assessment is assessment of the company which is to check the problem, issues of employees, employers and workers. In this company's HR department visit each and every branch of the company and fill a form which consist of 33 questions in Hindi related to Organization, Respect for individuals, Code of value, Focus in your work, etc. The questions are related to these topics and employees are asked to mark a tick on the number like 5, 4, 3, 2, 1. and at end gave a positive feedback and one negative feedback
- Then the data is combined in an excel sheet after relating the questions in English.
- Next step was to write all the positive feedback and all negative feedback in next sheet
- Then overall average appears in next sheet.
- At last solutions are designed against the problems which have been realized.

IV. DATABASE & METHODOLOGY

The company uses survey method twice in a year for the organization assessment. This survey consists of 33 questions which are differentiated in 5 further categories:
- Respect for all individual.
- People centered work approach.
- Code of value.
- Focus in our work.
- Active leadership involvement

This is filled by each and every employee, worker, employer in the organization. There is a scale from 5 to 1 which a person has to tick as he like accordingly. In this scale 5 means strongly agree and 1 means strongly disagree. At the end of survey sheet worker gave one like about the organization and one dislike about the organization. At the end we look to the results and see if there is strongly disagree in any question above 30 percentage then how to make it agree we find the solution for that.
This is OHA response raw data which is filled from each and every branch of department.

V. ANALYSIS & INTERPRETATION

In this we analysis the outcome of OHA response from the branches. Interpretation of data is done by checking if there is strongly disagree to any question above 30% then we find the suitable solution for the problem to make it 0%. It is very important for HR department to keep any eye on the problems, issues in the organization. They gave flexible solution to the problem.
This is the overall result summary of the survey. In this question 6 is strongly disagree with percentage of 38. Now suitable solutions are given for this interpretation of the data.

CONCLUSION

The study is concluded by giving suggestions to the company for the problems which were found throughout the survey. Remarks are given on the excel sheet for the problem.
REFERENCES


