Name of student

Institution affiliation

Instructor’s name

Date of submission

The importance of role transformation in an organization

There are many cases when role transformation is important as people try to get the best people to carry out the activities they are goo in. as this is done, it is important to always assess them from time to time with the intention of improving the manner in which people do things within the organization. In this paper, we shall look at the manner in which role transformation assessment can help in changing an organization. The paper will also focus on the methods that can be used to carry out the assessment to help organizations to stay on track even after the role transformation has been done. The transformation is not just done with the intention of changing roles wholly. One can also be informed of the things that they need to do so that they can have the experience within the company. The major point of focus for this research will be the importance of role transformation in any organization.

Literature review

Cruise did a research on role and business transformation. He talks about the importance of role transformation in an organization. Special focus in this research was put on the small business that still have a small staff and have the intention of improving their efficiency. They found out that it is possible to improve the manner in which employees do their tasks within the organization by transforming their roles in the organization. He also found out that role transformation is important because it assists in creating a society where employees can always adjust to changes that take place in the industry. It means that most of the employees will be able to adjust and fit within the changing times in the organization. The importance of this research is that it is applicable to the situations that organizations face. It is a research that has direct relation to this topic and will be a basis on which we can have findings (Cruise, 2017).

Bak also did a research in business transformation in 2016. The central point of focus was business transformation. The research focused on how people can transform their business into more productive units that can produce better results using the same resources they have. The study is directly related to the topic and can be used to influence the findings that this research will have (Bak, 2016).

Methods

The method that will be used to achieve this will entail readings from the course as well as other books that have information about the topic. This is a topic that can be handled by simply looking at what other people have said in the past. There are research projects that have been done in the past with the intention of finding out how to improve the effectiveness of employees within an organization. One of the ways that have been identified is role transformation. The review of the articles will be done by looking different ones over time. This will help give us an idea of the manner in which the research has changed over a period of time. One will use information to come up with a clear description of the manner in which things are likely to change in role transformation.

Within the methods, it will also be important to look at the participants of the research. This will help us to know the manner in which they thought and how the research was able to come up with the findings they have. The number of people in the research will be between 10 and 20 participants. This is because a small number is easy to work with and the research will get the required results within the required time. A larger number may result into management problem which comes with a lot of funds requirement that the researchers may not have. The design in which the research will be done is by reading research projects of researchers who have had special interest in this topic. This means that they already know a lot of things about the topic and will therefore apply a lot of experience in ensuring that they are able to come up with the most relevant findings to the research project.

The procedure will first look at the preparation stage. While preparing, we will look at the research projects that are relevant to the topic. They will be compared by looking at the manner in which the authors did their research together with the findings they got. The findings should be those that one can relate with in the current research so that they are able to come up with better recommendations for the current situation in organizations.

Summary

The topic of the research is the importance of role transformation in organizations. The research is done by looking at the things that can bring more efficiency in employees especially related to their roles in the organization. All the findings should be ones that have a relation with the roles that the employees play in the organization. Some of the findings in the old research projects that will be reviewed will form a basis on which findings will be made for this research. Once the findings are made, critical thinking will be used to determine some of the gaps that exist in the research projects and how they can be solved. The recommendations section will provide a way forward that should be used to solve the problems so that all the organizations can take part in role transformation with the intention of improving service delivery from the employees.

References

Bak, O. (2016). Investigating Organizational Transformation in Automotive Supply Chains: A Case Study on B2B and Extranet. Strategic Change, 25(3), 299-314.

Cruise, David (14 Sep 2017). ["Business Transformation"](https://www.changeassociates.com/blog/post/what-is-business-transformation).