Organizational Interventions

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Organizational interventions can be described as structured programs that are designed to resolve issues that an organization is facing (Bierema, 2014). Several types of interventions are there such as team building, learning, and developmental interventions, etc. Interventions are chosen depending upon the problems that an organization is facing. Implementing interventions related to enhance the developmental and learning abilities of employees will foster the employees’ knowledge, and abilities needed to do their jobs effectively. The two most common organizational interventions utilized by a corporation to thrive in business are action learning and T-group also known as a training group. Action learning intervention can be described as an approach to solve real problems that an organization is facing. An action learning intervention assists an organization with planning future strategies and action plans required to ease the issues that an organization is facing. Action learning intervention is based on teams that ensure diverse perspectives regarding problem-solving strategies. Furthermore, this group-based intervention will enhance not only the content knowledge but process skills of the employees as well that will benefit the company. All team members can work on a single issue or they can divide the project and work individually on the assigned project. On the other hand, T-group interventions can be described as an approach in which employees in the form of a group learn about themselves and other group members. This training helps a lot in modifying cultural and racial barriers. Additionally, the group discusses various problems faced by the company while also providing ideas regarding strategies that can facilitate in solving issues.

Action learning and T-group learning are interventions that are widely used by organizations. The aim of implementing organizational interventions is not only limited to the company's success but it also helps in ensuring employees' wellbeing as well. The reason why employees are targeted in any intervention approach is that employs serves as a building block of business and usually are the ones that need to solve several issues that an organization might be facing. The author Peter Miller in his research paper also explores the action learning interventions in the workplace (Miller, 2003). The author implemented the interventions in an organization. As the targeted organization was facing problems regarding the work performance of the employees, the company’s CEO implemented action learning intervention to get an insight into why employees’ performance is declining. After evaluating results the reason for low performance was identified. The reason for low performance was lack of clarity in the instructions while assigning a task. Thus, to solve the issues the company enhanced its means of communication by providing written instructions so that employees can understand the instructions clearly (Miller, 2003). In contrast, the author Seema in her research paper implemented T-group learning intervention to resolve the issues a corporation was facing (Ms. SEEMA KUAMRI GUPTA, 2013). The organization was facing the same issue as mentioned in the above article. To identify the reason for the low performance of the employees the CEO took charge and implemented T-group training. After training the problem was identified successfully. The reason for the lack of performance of the employees was their inability to function with the people of different cultural backgrounds and more specifically different languages. To resolve the issues the company also improve its means of communication by conducting sessions regarding cultural competence and cultural humility. Although both the intervention strategies are different yet they both have few similarities as well. Both interventions are group interventions and both interventions require group members to share their perspectives regarding the issue that the company is facing. However, the main difference between both the interventions is that action learning focus more on improving the business while the T-group is focused more on employees’ wellbeing. Additionally, in action learning tasks can be divided among individuals but in T-group training as the name suggests every member of the company has to interact with each other to resolve an issue.

**References**

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