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**Organizational Effectiveness Paper**

**Introduction**

Organizational effectiveness is stipulated as the competency and efficiency with which an organization advances to meet the essential objectives. The essence of organization effectiveness lies at the very heart of the mechanism where each individual serves the purpose to produce the productive outcomes for the organization. The most critical element is the acquisition of goals and objectives with the least possible utilization of resources, time, energy and financial capital. The primary feature to determine the organizational effectiveness of an organization is the assessment of the business by a comparative analysis of the net profitability and the target profitability. In simple terms, it is termed as the process of maximizing profits.

In addition, highly effective organizations exhibit distinct characteristics. The following five areas are of significant importance: decision making, leadership, structure, systems, work processes, culture and people(“Organizational Effectiveness,” n.d.). To sustain and strengthen success, the adoption of the dynamic environment is imperative. For instance, it will assist the organization in ensuring the development and continued growth of the organization. In several cases, the failure or success of a business cannot be measured by financial variables only. A company which is generating a significant amount of profit may not be effective in a manner that it is struggling to meet the fundamental values of the mission statement, retain and attain talented workforce and further plan for the next generations. The organizational effectiveness is an instrumental tool that reflects the bigger picture of the organization across an extended framework("Training and organizational effectiveness: the moderating role of knowledge management process | European Journal of Training and Development | Vol 37, No 5,” n.d.). To get a comprehensive idea of the effectiveness of the organization, it is important to have specific criteria to be assessed. The list of the specific criteria changes as needs and business model of the organization.

As it is challenging to express organizational effectiveness is a simplified equation, an organization may advance to highlight the results of an assessment after the acquisition of desired goals. To address the contemporary impediments and flaws in the decision making, leadership and management of an organization is the best technique to accomplish organizational effectiveness.

**Theories of Organizational Effectiveness**

The exploration of the theories of the organizational effectiveness in the context of the criminal justice personnel offers the exquisite opportunity to the individuals for the establishment of a strengthened relationship. The potential relationship helps the person to successfully operate in a specific department and further accelerate the effectiveness of the whole department and the workforce. The theories of the organizational effectiveness comprise the agile, bureaucratic and management by objectives.

First, it is vital to comprehend the significance and the essence of the bureaucratic theory. Primarily it functions on the following four elements: authoritative hierarchy, labor division, the extent of control and the structure. The pivotal focus is always assigned to the labor division. Besides, compliance is acquired via hierarchy based on authority that is deemed the strategic relationship between the positions and functions of the organizations that ensure the rapid accomplishment of goals and objective(“Organizational Effectiveness To The Management Of Criminal Justice Personnel - Criminal Justice Certification,” n.d.). The ultimate step is the consideration of control which is assessed through the ratio of supervisors to the subordinates in relation to their effectiveness.

Second, the agile organizational theory is also imperative which constitutes ten characteristics. The first trait is the work balance and consistent delivery. The second trait is the leader and the servant. The third aspect is success and sustainability. The fourth aspect is maintaining a profitable community and company. The next element is the framework of the perspective of smartness and collaboration. Afterward, the most significant aspect is the bottom-up and top-down decision-making approach. The seventh characteristic is rhythm and personal flexibility. The eighth characteristic is a faster and quicker organization. The ninth indicator is the nourishment of corporate vision and reality. The last characteristic is the commitment to thrive the sustainable advancement to make the organization great in true letter and spirits.

These values are the significant factors to give the organization a long lasting belief of not losing the fundamental philosophies of the organization. The key element to adapt to these changes in organizational settings is flexible to the imminent changes. To address speed, the theorist stipulates that the provision of open and smooth lines of communication between the ranks and levels of the small organization will guarantee immense benefits and strategic sustainability.

**Techniques to Exerting Control in Organizations**

There exist a wide range of techniques to exert substantial control in organizations. The fundamental aim of the control is to drive the organization on the path from the top to the bottom or bottom to the top. In organizations as military or criminal justice, the control in the settings is originated from the top. However, it is necessary to have one end of the chain of command with the personnel and leadership from the bottom up to comprehend the operations of the organization. An agile organization executes the operations from the bottom up that means the control is authorized to more than one person. Resultantly, the organization evolves in a sustainable and systematic manner. Authorizing control of an individual may cause complexities in the organization. The multiple supervision of control allows the organization to maximize the profits and compete with the competitors by harnessing a competitive advantage.

The leadership style is of paramount importance in order to maximize the potential control in the organization. Several styles of leadership style are cultivated by the leaders to meet the challenges and needs of the organization. For instance, the authoritarian leadership style permits the managers to take their decisions and enforce them on the subordinates. It proves beneficial by providing a controlled and organized execution of tasks under control exerted by the manager(“Planning, Organizing, Leading, and Controlling,” n.d.). Such products are the manifestations of exerting effective leadership control in an organization. The other style of leadership as the affiliate leadership extends the focus of managers on the employees to manage operations in the organizational settings successfully.

**Performance Evaluation**

Performance assessment is the variable to measure the extent and quality of the control exerted in the organization. In this process, the performance of the employees is identified through proper development and training and development programs. It must conduct on a persistent basis to thoroughly implement the standards of performance established in the organizational settings(“Organizational Power in Perspective | Leadership and Management in Engineering | Vol 9, No 4,” n.d.). If the outcomes of the assessment are adverse, the need to establish several performance improvement programs emerges from hiding the flaws and shortcomings.

**Conclusion**

The paradigm of organizational effectiveness recognizes the performance of an organization to reach the top above other corporations. The nature of the organization is critical upon which the criteria of effectiveness is established. As discussed above, the bureaucratic organizations require a certain amount of money which is either generated or provided the stakeholders to fulfill the job process. The leadership is the cornerstone to the organizational effectiveness as they are in charge of devising policies, decisions and innovations. The agile organizations can certainly advance to generate maximum profits based on the leadership style of initiating operations from the bottom up approach and gaining a competitive advantage.

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