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## Introductory Post

A study was published in the year 2016 by Mirae Kim and Shuyang Peng. The research was related to the dilemma for small human service nonprofits, engaging in collaborations with limited human resource capacity. This study has significantly explored the areas that are related to the growth and partnership of small human resource nonprofit organizations (“Columbia College | Library,” n.d.). With the help of available and permanent human resources, a company of human resources, nonprofits can expand and develop itself in the business communities.

Kim, M., & Peng, S. (2018). The dilemma for small human service nonprofits: Engaging in collaborations with limited human resource capacity. *Nonprofit Management and Leadership*, *29*(1), 83-103. Retrieved from: <http://eds.b.ebscohost.com/eds/search/basic?vid=0&sid=be1975ac-c892-4a94-9dd9-477b64385c3c%40pdc-v-sessmgr04>

# Article Review

Though the subject of nonprofit partnership has fascinated scholarly deliberation, a few types of research have engrossed on associations of small nonprofits in specific. This paper scrutinizes the human resource dilemma that numerous minor human service not-for-profit administrations combat and its association to a nonprofit's cooperation struggles. The exploration is founded on 2016 online review information from 229 small human service nonprofit groups with yearly gross profits of $500,000. Descriptive results from the studies have demonstrated that many small human service nonprofits usually recruit a few paid employees. Consequently, above 90% of the small human service nonprofit administrations are intricate in prescribed associations and/or informal systems. Systematic outcomes recommend that administrations are additionally active to contribute to prescribed associations having one or more permanent workforces; these associations' aid businesses acquire funding and meet customer requirements. This paper will provide the visions for small nonprofits that have the goal to enlarge service capacity with partnerships.

The evaluation and assessments of the article suggest that small nonprofit when focusing on the opportunity that an inadequate human resource size can generate obstructions in partnerships. The article significantly evaluated that human resource size matters for nonprofits' partnership. Certainly, the association includes a range of labor-intensive procedures such as constructing combined decisions, descriptive responsibilities, confirming current communication, and evidence sharing (Kim & Peng, 2018). It also includes integrating pressures among specific and shared interests, development of equally valuable relations, and constructing interchange between associates. The accomplishment of every procedure needs a proficient workforce from every contributing group. Small nonprofits with few permanent employees can accomplish the complicated schedules and management of partnerships.

The study found that the more workforces (permanent employees) a nonprofit organization has, the more corporations the nonprofit is probable to construct. Concentrating on small human service nonprofits in the United States, the studies demonstrate the most important factor is the threshold factor that means the business has permanent employees or not. Having permanent employees, for a small nonprofit, increase chances for partnerships and also amplified the engagement in informal associations.

This research is unique of its type to discover in what way two predominant drifts in the nonprofit sector, partnership, and professionalization, is related to each other. Not any research has discovered these factors effectively so far (Kim & Peng, 2018). The research has identified that both partnership and professionalization are significant for obtaining government endowments and agreements. This study emphasizes on in what way the professionalization of small human service nonprofits is pertinent to their probability of cooperating with related entities. This study explores the strategies that can be beneficial for small nonprofit organizations to build partnerships with limited staff and human resources. The chief takeaway of the research is to inspire small nonprofits to become additionally forbearing of the budgets connected with hiring a permanent workforce (Kim & Peng, 2018). Though the study only discusses the size of the human resource nonprofits, however, utilizing available resources and connections, small nonprofits can generate and build partnerships both formal and informal with collaborations. The study significantly explored how small nonprofits can establish and grow their organizations among business communities by utilizing a minimum but a permanent human resource.

**References**

Columbia College | Library. (n.d.). Retrieved from https://www.columbiacollege.ca/library/

Kim, M., & Peng, S. (2018). The dilemma for small human service nonprofits: Engaging in collaborations with limited human resource capacity. *Nonprofit Management and Leadership*, *29*(1), 83–103.