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Title – Metric Division Case Study

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Metric Division Case Study

After analyzing the response to various questions we have come to the conclusion that following points should be considered to improve the efficiency in the organization.

Designing organization structure

First and foremost is the design of organization structure, complains like I have to report to few peoples and have to run from post to post to get decision through. Streamline the organizational structure is critical to success of the organization. Example has been cited in the case study where structure requires several people in each function to zero in on work direction which is time consuming. The responsibilities and accountabilities should be clearly defined in the present system and procedures should be made to improve the communication between the departments. Efficient and well defined organization structure will result in better goal setting and priorities. Priority one – Questions to be addressed first.

How effective do you feel the organization structure of the division is in facilitating getting the work done.

Goal Settings and Priorities

An organization should always strive to move ahead and to move ahead it always have to set progressive goals for itself. These goals should be clear and should be well consented with the teams which will accomplish those goals. So the most critical aspect of goal setting is staff meetings and it is well mentioned in the case that staff meetings are more of time consuming activity rather than a policy or action plan making platform. According to the response to third question the respondent observed that meetings seem to be waste of time in terms of moving the

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business ahead. It is also observed that more than interacting with each other these meetings are used to listening to boss rather than a contributing platform.

Second tier Questions

How effective do you feel staff meetings are

What does this staff do well as a team

What does this staff not do well as a team

What are the goals or priorities of this staff and how do you feel about them

Individual prospective

Human resource is the most critical element in any organization growth. Human resources can be hired and modulated according to the organization structure and work culture. The first element is hiring the right people, the people who can fit into the present system. Once the right people are in an organization the next task is to train them and keep them believing that the organization values them by involving them in decision making process and secondly investing in their future by providing them training and enhancing their skills. Respondents do believe that meetings do help as a learning process and they also believe that bosses should focus on the critical things and leave the day to day business to us suggest us that the employees like taking responsibilities. Taking responsibilities also clear out what they expect out of their performance what they expect out of their peers and organization. To further develop leaders for the future the organization bosses should make meetings more productive and outcome oriented.

Third tier questions to be addressed

What would you like your boss to do more or less of

What would you like your peers to do more or less of

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What if any of your relationships with members of this staff do you feel could be improved?

How would you start to do this.

Few of the questions doesn't have as straight jacketed solution as we mentioned here they require various level involvement to get sorted out. For example – goals and priorities of the staff is not only recognized at the goal setting level but also at the individual levels.

These questions were done as add on as per requirement of customer – free of cost

Questions in the case study

- 1. What does this staff do well as a team**
- 2. What does this staff not do well as a team**
- 3. How effective do you feel staff meetings are**
- 4. How effective do you feel the organization structure of the division is in facilitating getting the work done.**
- 5. What are the goals or priorities of this staff and how do you feel about them**
- 6. What helps you get your job done**
- 7. What gets in the way of getting your job done**
- 8. What would you like your boss to do more or less of**
- 9. What would you like your peers to do more or less of**
- 10. What if any of your relationships with members of this staff do you feel could be improved? How would you start to do this**