

The relation between organizational health and strategic management

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ABSTRACT: Approach to the understanding of organizational dynamics and research efforts to improve considerable benefits. Organizational health impact will be possible in the strategic planning. Have you ever wondered why, some institutions tolerated political, economic and social oscillations and over come them, in contrast, some organizations have tasted the bitter taste of defeat. According to many experts a management science answer many of these questions must be sought in terms of the strategy and strategic management.

Keywords: management, strategy, strategic management, organizational.

INTRODUCTION

Spreading information very quickly in this era. And undeniably astonishing changes has created in various field of human society. Organizations as well as authorities choice but to change the way of thinking, attitudes and perceptions will be in alignment with these changes. The other factors that will help the organization that assists organizations in order to achieve the goals of the organization.(5) Healthy organization is an organization for a long period sufficient compromise and their ability to survive and adapt to constantly develop and expand. Strategic plan as the art and science of formulating, implementing and evaluating multi- functional decisions that enable an organization to achieve its long term goals. Strategic planning will accrue, in the shadow of organizational health and how the program will not execute if the organization is not healthy (2).

Statement of the problem

According to Miles, the health of the organization point out to survive in their environment and adapt to it, and upgrade and expand the existing capabilities for greater compromise. According to Huvi and Forsit of the organizational health of your organizations ability to survive and healthy organization be successfully deals with foreign destructive forces, on the effective knees of the organizations goals and objectives to guide in the long run. Peter ducker believes that favorable future spontaneously formed even who want to do. Above all, the quality of human resources recruited. Hard work and effort will be made to the desired future. This is possible in shadow of organizational health (11).

Literature

Strategic management

Strategic management is an analysis of important issues by senior leaders who representing the owners in order to control the resource in the outside of organizational environment.(3) Strategic management is carried out activities related to the review evaluation and selection of strategies adopted any measures within and outside the organization to implement this strategies and ultimately control the activity (10).

Organizational health

The concept of organizational health derived from framework parsons theory of social systems parsons believed that all social systems to survive, grow and develop. we need have four basic problem-solving adaptation, target, acquisition, integration, and latency. Beyond the effectiveness of short-term organizational health condition refers to

a set of organizational traits suggests a relatively durable. A healthy organization is meant not only for the environment remains stable, It is long enough to adapt to their environment and their ability to continually develop and expand in order to survive (6).

Strategic planning

Strategic planning process to set goals and take decision on operational.(8) planning Strategic management represents creative power of future managers and executives through a strategic planning process for the future. Basically, each of strategic plan should answer these four basic questions:

Where are we going?

How are we going to reach the destination?

What are our options for action?

How do we know that we are moving in the right direction? (4)

Benefits of strategic management

Strategic management enables organizations. That act in creative and innovative ways to shape their future as a passive act. This approach makes the organization management has taken the initiative and its activities in such a way that the in future and control the future.(7) The main benefit of strategic management this is the channel used to help organizations make more systematic and logical approach, road or select strategic alternatives and thus help develop better strategies. It also leads to greater understanding and commitment of managers and staff (9).

Examine barriers to implementing strategic plans

Wikipedia encyclopedia article titled seven deadly strategic error to express errors and problems in the implementation of the strategy deals:

1. Strategy is not worth implementing: strategies to implement. is valuable if, have the power to inspire and help employees understand their duties to the strategies of how related to help employees to used to facilitate prioritizes decisions communicate insight it.
2. Employees about how the strategy will be implemented is not clear. These are important issues that must first be defined as follows: priorities, timelines, impact on operations, and the risks involved.
3. Customers and employees are not entirely strategies. Implementation of the strategic plan should in clued a communication plan that identifies how individuals and how much should be explain. About strategy.
4. Persons responsible for the implementation of changes is un certain. Employees must be fully understood in order to implement the strategy and specific responsibilities assigned to each of them.
5. Direct manager and senior managers start running when removed from the strategy . if employees feel that senior management is fully committed to the strategy are also reduced their interest.
6. Failure to detect obstacles: unforeseen extents may occur during execution of these obstacles must be detected and when this occurs crises and un certainty of employees need to establish creative solutions to overcome these barriers to encourage.
7. Forget business: developing and implementing to attract the attention of senior managers and they forget that they need to run their business (7).

Measures of organizational health:

Organizational health and measure the following components: (2)

1. Focus an the goal: the goal of a healthy organization is reasonably clear to members and their development is well accepted, so goals need to be resources available.
2. Communication competence: the competence to mean that the relation ship is relatively free of distortions in horizontal and vertical direction as well as the interaction between an organization and its environment and the incessant circulation.(1)
3. The participation in a authority: healthy balance of power will be relatively fair and subordinates com affect the arms up and act like a boss.
4. The use of resources: in health organizations, particularly staff input systems that are being used effectively.(9)
5. Solidarity: group whose members have a strong interest in staying in the team and its goals have coal sad to personally accept.
6. Innovative : new control scheme to make mouse towards the goal of self- trans formation with new and different products to the passage of time trines (1).

7. Independence: the organization does not operate outside the normal passive wishes and not the tool itself, but tends to be somewhat independent of the environment
8. Adaptability: the ability to adapt to change should be the difference between your environment to be able to effectively solve them.
9. Merit problem: an organization with a adequacy to solve problems, find possible solutions, the decision of the solutions, implement them and evaluate their effectiveness appropriate strictures and procedures, provided that such organization of its operations to be considered and actively control the problems can be overcome.
10. Spirit: the spirit of individuals defined by Davis, so, group and individuals work towards their volunteer and act on maximum powerful (12).

No health organization:

In the absence of a healthy enterprise, organizations are faced with problems, some of which include:

- The purpose of the classis only for a limited number of employees.
- Staff in the control of different problems, but they are not doing anything to correct ir.
- A high level of organization. People are trying to make all the decisions in their control.
- If the critical situation in the risk that people will put aside them.
- No public criticism and reasonable in relation to the lack of progress.
- There is no discipline in the traditional way which is quite common.
- No management control and the staff extremely minor mothers of mutual trust, freedom and responsibility conclusions(13).

Conclusions

Organization health is one of the best and most obvious indicators of organizational. Effectiveness in a healthy organization, manager behavior is quite friendly and supportive of their staff and their. Applications have been unity. Employees area also more likely to stay in the organization and do things more effectively. Organizational health that organization to survive in their environment and adapt to it, and upgrade and expand its ability to adapt cites, it is recommended that organization seek to create a safe and appropriate use of the capacities and capabilities of individuals and organizations to afford. It is very much depend in the management of the organization and create a culture that in healthy organization, long term goals and programs will occur with greater confidence. The program will not be realizes unless in a secure environment and dynamic organization that has provided for their employees.

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