

The Effect of Organizational Management on Employee Work Efficiency

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Abstract

The extent to which the management of an organization has an impact on the level of productivity achieved by its employees has emerged as a central concern in the field of management and continues to attract the interest of scholars. A number of studies have shown that good organizational management may have a favorable impact on the amount of job efficiency achieved by employees. However, there are a number of elements, such as organizational structure, incentive systems, and organizational culture, that have the potential to alter the effect that organizational management has on the job efficiency of employees. Therefore, in order to increase the overall job efficiency of employees, it is essential for managers to have a solid understanding of how to properly manage a company. Utilizing data collected from a variety of businesses located in Azerbaijan, the purpose of this research is to conduct an investigation into the relationship between effective organizational management and the level of productivity achieved by employees. According to the findings of the research, effective management of a company has a noticeable and favorable impact on the productivity of its workforce. In addition to this, the organizational structure, the compensation systems, and the culture of the business all have a substantial beneficial effect on the amount of work that is accomplished by employees. The use of this idea may be beneficial for managers in terms of properly managing the company, as well as improving the job efficiency of employees.

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Introduction

One of the aspects in an organization that might have an effect on the work efficiency of its personnel is the management of that company. The efficient management of current resources, the establishment of distinct objectives, and the development of practical strategies for achieving those goals may all contribute to an improvement in staff productivity (Armstrong, 2010). In addition, effective management may assist in the creation of a favorable environment at work, which can drive people to work in a manner that is more productive (Stukalina, 2010). On the other hand, the reverse might occur and result in a reduction in the job efficiency of employees if management is ineffective.

According to Anitha (2014) one of the aspects that might have an impact on a company's overall success is the extent to which its organizational management has an impact on the work efficiency of its employees. Good organizational management may assist enhance employee work efficiency by establishing a clear organizational structure, creating clear goals and objectives, and providing the required resources so that workers can accomplish the goals and objectives that have been established. In addition, effective management of an organization may contribute to an increase in employee motivation and devotion to their work, which will, in the end, have an effect on the efficiency with which employees do their jobs.

The provision of a clear organizational structure, the establishment of clear goals and objectives, and the provision of the required resources to enable workers to accomplish the goals and objectives may all contribute to an increase in the work efficiency of employees in an organization. In addition, effective management of an organization may contribute to an increase in employee motivation and devotion to their work, which will, in the end, have an effect on the efficiency with which employees do their jobs. According to Neck & Manz (1992) the primary focus of this article will be a discussion of the impact that organizational management has on the level of job efficiency experienced by individual employees. The goal of this research is to determine whether or not there is a connection between organizational management and the work efficiency of employees and, if such a connection does exist, how organizational management may have an effect on the work efficiency of employees. In addition to that, the purpose of this research is to educate business owners and executives on the most effective methods for managing organizations and maximizing the productivity of their staff members. The findings of this research may assist firms and managers in identifying shortcomings in organizational management that can lead to decreased job efficiency on the part of employees and in determining what steps need to be taken to remedy these issues.

Methods

For the purpose of this study, the technique that was used was one that focused on qualitative research. to get a more in-depth knowledge of the potential ways in which the management of a firm might affect the productivity of its workers. It is possible to put this technique into action in a number of different ways, including having in-depth talks with employees or physically observing the work activities of workers while they are out in the field. If you utilize this tactic, you will be able to get information that is both more precise and more in-depth on the ways in which the management of a company effects the job efficiency of the workers of that company.

Results and Discussion

There are many distinct ways in which the management of an organization might influence the level of productivity achieved by its staff members. One of the most important aspects to consider is how the management team distributes the available resources, since this is one of the most important variables (Leithwood et al., 2008). If management is able to successfully manage resources, such as ensuring that workers have access to the right equipment and have enough time to do their assignment, then employees will perform their duties more effectively. Bakker et al. (2016) stated by fostering an optimistic and supportive environment in the workplace, the management of a firm may also be able to influence the degree to which its people are successful in their jobs. This might include things like delivering incentives to workers who are interested in boosting efficiency, providing staff with training and the potential for career progression, and building a culture that acknowledges and appreciates the contributions that employees make to the organization. In addition, management has the power to influence the level of productivity reached by employees via the management of communication and coordination among workers. This ability is shown by the fact that management can influence the level of productivity achieved by employees.

If there is strong communication and coordination among employees, then it will be much easier for them to function efficiently and achieve the goals that have been established by the business. In general, the management of an organization may have a substantial impact on the overall work efficiency of its workers in a number of different ways. This is something that can be said about the management of every business. Schusler et al (2003) stated the management of resources, the development of a constructive working environment, and the facilitation of communication and coordination among staff members are some of the ways in

which this may be accomplished. There are several different ways in which management may impact the work efficiency of workers, one of which is via the establishment of work-related goals and standards: If management provides workers with well-defined goals and work standards that are within the scope of their skills, then workers will be able to improve their ability to maintain concentration and become more organized in their approach to accomplishing their task.

Provide access to the necessary resources for the workers: Management may support workers in working more efficiently by ensuring that employees have access to critical resources, such as the proper tools and equipment. This can help employees feel more satisfied with their job. Improving communication: If management and workers are able to communicate with one another more effectively, management will be better able to understand the requirements of workers as well as the challenges they face, and management will be able to provide the necessary assistance to help workers become more productive. The establishment of a healthy and risk-free working environment: If the working atmosphere is healthy and safe, then employees will be able to focus better and finish their tasks in a more productive way. The management is in a position to provide assurance that the working environment is both safe and healthy in accordance with the criteria that have been established.

Training and professional development opportunities should be made available. By providing workers with chances for training and development, management may be able to aid employees in increasing their skills and knowledge. Because of this, workers are able to do their duties in a more efficient way. Construct a system of rewards and punishments: The management may provide incentives for workers who perform effectively and may provide penalties for employees who do not achieve work standards if they construct a system that clearly outlines both the rewards and the punishments. This will allow the management to give incentives to workers who perform effectively and may provide penalties to employees who do not achieve work standards. Increasing productivity and decreasing waste at work by making optimal use of the technology that is now available. By encouraging workers to make greater use of readily available technology, managers at a firm may be able to aid employees in boosting their productivity and reducing their waste levels.

Organizational Management and Employee Work Efficiency

The process of developing plans, managing resources (including money, people, and tools), and evaluating progress toward accomplishing established objectives is what we mean when we talk about organizational management. Mason & Suri (2012) stated that worker efficiency may be defined as the capacity of an individual to do a task to the highest feasible standard while simultaneously keeping the task as simple and inexpensive as is practicable. There are a few different approaches that a manager or other organizational leader may take in order to increase the job efficiency of their employees. Establish crystal-clear goals and objectives. If you provide your workers with crystal-clear goals and objectives, it will help them concentrate their efforts and know what they should be striving for. Give your workers the tools they need to do their jobs effectively Giving your employees the resources they need to do their jobs effectively can help them work more efficiently. Training is something that should be provided to workers since it may help them learn how to operate more effectively and can increase their knowledge of the sector in which they work (Drucker, 2013). Establish a productive work system: putting in the effort to organize a productive work system will help workers operate more effectively and cut down on time spent (Appelbaum et al., 2000). If you want your staff to be more inspired to work effectively, you should strive to become a good leader. A good leader will motivate and assist their colleagues.

When it comes to managing a firm, it's necessary to focus on factors like organizational management and the job efficiency of employees. To make employees more productive at work, there are a number of different approaches that may be implemented. Define the aims and the objectives of the company in a clear and concise manner: It is important for there to be a clear definition of goals and objectives so that workers are aware of what is expected of them. Establish an efficient organizational structure. An efficient organizational structure will assist workers in understanding their duties and authority, which will result in increased productivity on their part (Li et al., 2005). Establish a management system. A competent management system will assist boost the job efficiency of workers by simplifying the making of decisions in a timely and accurate manner and by delivering feedback in a timely manner. Make sure employees have access to the tools and equipment they need to do their tasks successfully. If you want your employees to be productive in their work, you need to make sure they have the resources they need.

Training and development opportunities should be made available to employees. These opportunities will assist workers in developing their knowledge and expertise, allowing them to do their jobs more efficiently. Oswald (2012) states make sure staff are provided with pleasant working conditions in order for them to be able to concentrate better and produce better results in their job. Adopt the Appropriate Technology The use of appropriate technology may assist in the improvement of employee job efficiency by simplifying the process of gaining access to information and lowering the amount of time required to finish work. Establish an equitable pay system. An equitable pay system will inspire workers to perform more successfully since it will make them feel appreciated and rewarded for their efforts. This will result in increased productivity.

Factors Influencing Organizational Management

The term "organizational management" refers to the process by which an organization directs its efforts toward the accomplishment of its predetermined goals and objectives via the administration of its resources, including both human and inanimate ones. The organization's purpose, vision, and objectives are only some of the things that may be influenced by a number of different elements, including organizational management. The organization's mission, vision, and objectives are elements that play a role in determining the course of action and approach that will be pursued by the organization. Culture of an organization: Culture of an organization may be defined as a set of values, customs, and practices that are prevalent inside an organization. It is possible for a person's actions and behaviors in an organization to be influenced by the culture of the company.

Structure of the organization: The term "organizational structure" refers to the manner in which an organization is managed, which includes the many levels of leadership, work relationships, and methods of operation that are used inside the company. Technology has the potential to influence the operations of an organization in a variety of ways, including the collection, storage, and dissemination of information. The term "external environment" refers to the variables that exist outside of the organization and have the potential to have an impact on the way the organization functions. The external environment might take the shape of the political environment, the economic environment, the social environment, the cultural environment, or the technical environment. Human resources are the most essential component of effective organizational management. This is due to the fact that human resources are the only resources that can really affect how successful an organization is. An organization's objectives may be more effectively accomplished with the assistance of qualified and talented human resources.

Organizational Management Models to Improve Employee Work Efficiency

Concepts known as organizational management models are put to use so that companies may be regulated and managed in a way that is both successful and efficient. There are many different models of organizational management that may be utilized, but there are a few models in particular that are used often and are seen as beneficial in terms of enhancing employee work efficiency. These models include: The Hierarchical Paradigm is an organizational management model that places an emphasis on having a clearly structured structure. This structure displays the degrees of leadership, responsibility, and power that are held by each employee working within the business. With the help of this model, workers are able to have a clear understanding of the tasks they are responsible for, as well as the individuals they must report to and consult for guidance. The Hierarchical Paradigm and the Project Model are both components of the Matrix Model, which is an organizational management model that integrates both of those models.

Every worker is accountable for the tasks that have been delegated to them and is required to collaborate closely with the other members of their team in order to successfully finish current projects. The Flat Paradigm is an organizational management model that places an emphasis on having a flatter structure, with fewer levels of leadership and greater responsibility placed on each employee (Lips-Wiersma & Hall, 2007). Employees are encouraged to take more responsibility for their own work under this model, as well as collaborate with other members of the team without placing an excessive amount of reliance on centralized leadership. Self-Directed Team Model: This organizational management model places an emphasis on a team that is comprised of individuals who have full responsibility for their job and who have the ability to make choices relating to their own work. It is anticipated of the teams that they will be able to operate autonomously and take responsibility for the outcomes of their efforts under this paradigm.

Organizational Management Strategy to Improve Employee Work Efficiency

Setting clear work objectives and standards is one of the many ways that a business may apply to increase the work efficiency of its employees. Other tactics include the following: Employees will be able to perform more effectively if they are provided with clear work objectives and standards. This will assist them understand what is expected of them. Make the essential instruments and resources available: Make sure that all of the workers have access to the equipment and materials they need to do their duties effectively. The establishment of a working environment that is both healthy and pleasant A working environment that is both healthy and comfortable has been shown to boost both employee motivation and productivity.

Implement a unified management system: The administration of all areas of a company, such as production, marketing, and finances, may be handled by a unified management system, which can assist enhance operational efficiency. Workers may increase their capabilities and skills via training and development, which can help them perform more effectively as a result. Training and development should be carried out for employees. Developing a constructive workplace culture, A constructive workplace culture has the potential to boost employee enthusiasm and dedication to their job, allowing for increased productivity on the part of those employees.

Conclusion

The degree of productivity that may be attained by an organization's workforce is significantly influenced by the management of that business. An effective management system in an organization may help improve communication, coordination, motivation, qualifications, and

planning, all of which can contribute to an improvement in the job productivity of employees. An efficient management system in an organization may also help improve planning. On the other hand, ineffective management of an organization may lead to difficulties in a variety of domains, including great communication, coordination, motivation, qualification, and planning. These difficulties, in turn, can all contribute to a decline in the job productivity of employees.

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