

## 7 Interventions in the Field of Organizational Development

### 7.1 Review of the values of the organization

The values are those ethical judgments about real or imaginary situations to which we are most inclined by their degree of personal and social utility .

The values of the company are the most important pillars of any organization. With them actually defines itself , because the values of an organization are the values of its members , and especially their leaders .

Employers should develop virtues such as temperance , prudence , justice and fortitude to be transmitters of true leadership .

Characteristics values

- \* They develop very complex conditions .
- \* You need to create change for progress .
- \* Are possible because many still believe in them.
- \* There are not and can be a simple statement .

#### **Importance of values in a company**

+ Values are very important to a company because they are great driving forces of how we do our work.

+ Allows positioning a business culture .

+ patterns for making decisions .

+ Ceilings suggest compliance goals.

+ Promote a shift in thinking .

+ Avoid failures in the implementation of strategies within the company .

+ Is achieving low employee turnover.

+ This avoids conflicts among staff.

+ With them the members of the company adapt more easily .

+ Is achieved success in continuous improvement processes .

Identity as part of the securities

The values must be related to the identity of the company.

Identity is a document outlining the main variables of performance of an organization , as well as important historical events and career of this .

### 7.2 Development of Perception Problem

Management Information Systems These systems are the result of collaborative interaction between people, technologies and procedures, collectively called - oriented information systems to solve business problems. GIS or MIS (also known well for its acronym in English : Management Information System) differ from common information

systems to analyze the information that used other systems that are used in the operational activities of the organization. Academically , the term is commonly used to refer to all the methods of management of information related to the automation or support of human decision making (eg systems decision support , expert systems and executive information systems .

### **7.3 Establishing a New Vision of the Organization**

It is a vivid picture of the desirable future ambitions and that connects to the client and is much better than the current state somehow important.

An ideal vision is clear, participatory , memorable, aligned with the values of the company, linked to customer needs , and that is seen as difficult, but not impossible.

Your vision must meet two vital functions : a source of inspiration and guide decision making , aligning all parts of your business to work together for a common goal .

A business challenges herself constantly trying to understand the needs and expectations of its customers and calculating how well is meeting those needs and expectations. But it goes even deeper.

You have to determine how your competitors are meeting those same needs and , from there , create a plan that can go beyond the minimum that will satisfy your customers and find a way to satisfy them fully .

- Seven key leadership behaviors distinguish the successful people in a customer oriented organization

In essence :

- personally put the customer first ,
- promote the vision of your organization ,
- become " lifelong learners " looking for new ways of learning,
- create and invest in their people through training , preparing them to do more, helping them to use what they have learned to rebuild their jobs,
- make teams work together to solve problems,
- stay the course , they realize that quality customer focused time and energy required constant , and
- living the purpose of the organization leading by example .

### **7.4 Managing Diversity Work Force**

#### **Value of the labor force**

According to the labor theory of value Marx , the value of labor power , like any other commodity, is determined by the labor time socially necessary to produce it. In this case being a special commodity its value is determined by the socially necessary labor time to produce the means of existence and reproduction of the worker , that is his own and that of their offspring . The value of labor power is the value of the mass of commodities

that constitute the average consumption basket of the working class . The value of the labor force includes a social , historical and cultural . In a given society era and we can consider that the value of the labor force is known.

Importance of distinction between labor and work

According to Marxist theory, the concepts of " labor " and "work " are not synonymous . The latter is the realization , the realization of the potential represented by the first . The work is the result of employing the labor force .

Engels stressed the importance of this distinction in Political Economy , and the criticism that it Marx , it is crucial to explain the value and the different ways in which it is specified as the gain .

Engels says that this is one of the points that Marx 's theory of value becomes separated from that of David Ricardo and deepens. Even before Marx introduced this distinction , in Economics was the work itself as a commodity, this led to a contradiction tautological , since it could determine the value of work (one hour of work equals one hour of work ) and another series of paradoxes and errors teóricos.<sup>1</sup>

Instead , by introducing the distinction between labor and labor power , Marx realizes that the solution to the paradoxes and contradictions in this regard is to determine the value of the labor force and that what economists termed labor costs or cost production of work , it was actually the production cost of labor in both goods. I mean, not the production cost of labor, but the cost of producing this workforce that is to produce the living laborer himself .

What the worker sells to the capitalist does not work but its work force , or whether the worker is committed by contract to perform work at a wage equal to the value of the labor force that is the value of all of goods necessary for their existence . The work process is not the same as the process of recovery, ie , the amount of work done by the worker in the working day to produce the goods exceeds the amount of work required to reproduce the value of their labor . This helps to explain how it is produced and the surplus goodwill .

## **7.5 Development Transorganizacional**

This trend drives to different countries to come together to increase their competitiveness. Influences of this intervention , the various organizations materialize mutual cooperation agreements . These agreements are known as "strategic alliances" . Cooperation agreements are becoming increasingly common as a way to integrate it possible to appreciate the problems of the organizations involved .

