

ORGANIZATIONAL EFFECTIVENESS THROUGH TECHNOLOGY

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ABSTRACT

Organizational effectiveness is the concept of how effective an organization is in achieving the outcomes the organization intends to produce. Organizational Effectiveness groups in organizations directly concern themselves with several key areas. They are talent management, leadership development, organization design and structure, style of measurements and scorecards, implementation of amendment and transformation, deploying sensible processes and smart technology to manage the firms' human capital and the formulation of the broader Human Resources agenda. If a corporation has practices and programs in the areas higher than, the OE group does many or all of the following roles Examines alignment between the areas and improves them Improves trade-offs between reliableness, speed and quality within the on top of areas Strategizes for higher adoption rates in these areas Facilitates/initiates/catalyses capability building : structure, process and people Rapid advances in social sciences and technology aided by clever experimentation and observation is bringing several truths to the sunshine of society. There area unit several disciplines of social sciences that help the OE professional be successful. This Paper includes the study on Organizational Effectiveness through technology with reference to Educational Systems, Hospitals and Security Systems because of latest implementations drastically seen in this fast-moving world with respect to these sectors.

Key Words: Organizational Effectiveness, Technology, Education, Hospital, Security Systems

Introduction:

In associate degree oversaturated and rapidly dynamic market, non-commercial organizations are constantly seeking new ways in which to improve their social and structure impact. In order to improve, noncommercial organizations must attain organizational effectiveness. As defined in a study by Yankey and McClellan, "organizational effectiveness is the extent to which an organization has met its stated goals and objectives and how well it performed in the process."

While there are a variety of strategies that noncommercial leaders will use to attain structure effectiveness, one key area to consider is the use of technology. The impact of technology on our society cannot be ignored, as the benefits of the digital revolution have made our society extremely dependent on our electronically immersed lives. The idea of our communities being surrounded by technology was expected in 1959 by writer, a Canadian communications theorist and literature professor. McLuhan coined the term, Global Village: the world viewed as a community in which distance and isolation have been dramatically reduced by electronic media. How can nonprofits achieve structure effectiveness through the use of technology?

Mission accomplishment is what drives nonprofit organizations. Many leaders within the noncommercial sector are already victimization technology to help fulfill their mission. For example, food pantry nonprofits in New York City are using the Plentiful app: a free application for food pantries to stay organized and keep track of clients. Food pantries are ready to list service times and locations through the app. Clients are able to see the service times and build reservations from the app. Plentiful was created by the new york city Food help collaborative and is currently serving over 125,000 shoppers in new york city.

Plentiful helps noncommercial food pantries attain mission accomplishment by permitting clients to order times for food pickup, thus reducing wait times and serving to food pantries serve a lot of stakeholders. Allowing shoppers to form reservations for food, instead of waiting in line, provides a more dignified experience and improves the social price for stakeholders. The app may also facilitate food pantries collect data on how many clients the organizations serve, that helps measure outcome performance.

Nonprofit organizations may gain advantage from making a mobile strategy. Applications like Plentiful ar an artless manner for nonprofits to be simpler in aggregation knowledge, making a lot of opportunities for outcome performance, and up social price that successively, helps effectiveness in mission accomplishment. Another area of organizational effectiveness is resource accumulation. Nonprofit organizations rely on contributed income to sustain their

organization. Technology can help increase donations through online giving. Many non-profit-making organizations provide stakeholders the choice to relinquish to their campaigns from their web site. Online giving has dilated into social media; Facebook currently encompasses a feature that enables nonprofits to boost cash for his or her charitable causes.

Significance

Services like Blackbaud, a software designed to help with development, ticketing, website management, and financial management, can help nonprofit organizations be more effective in donor relationship management by providing analytics on where and how much your donors give to your organization. Target Analytics, a service by Blackbaud, tracks how your stakeholders engage with your organization and provides a demographic list of donors in your area and how they give. The software encompasses a dashboard reporting system that helps nonprofits be more practical in predicting future successes or failures.

If your non-profit-making organization generates supportive income through retail sales, think about putting your product online for stakeholders to buy. Nonprofits will either list their product on their web site, or list product through an external shopfront. For example, Shopify is an online shopfront for nonprofits to list their products and accept donations. Shopify comes with a fourteen-day trial, and according to their website, Shopify lists products for 600,000 businesses. Through Shopify, nonprofits are ready to style their own shopfront, manage inventory, accept payments, and see analytics on how donors are finding their storefront. Listing your products online makes it easier for stakeholders to get your products and can give your organization a competitive advantage over businesses that solely have a physical storefront.

In *Strategic Management in Nonprofit Organizations*, William A. Brown writes that “if people assume you are effective, then you are effective.” Another sign of organizational effectiveness is perceived value from stakeholders. Many non-profit-making organizations list their sponsors on their web site, which can improve relationships with donors, and subsequently let prospective donors see who is advocating for your organization. If a neutral sees a donor on your web site that aligns with their values, they are likely to support your organization, as well. Listing United Nations agency supports your organization on-line will build perceived price and probably produce a lot of stakeholders within the method.

Social media is an incredibly effective tool in any nonprofit's toolkit in building perceived price. Facebook, Twitter, and Instagram show stakeholders how many people like your organization, how your organization interacts along with your audience, and Facebook also displays reviews written by stakeholders.

Social media is also an effective arena to showcase reviews written by local critics. The Goodman Theatre in Chicago, Illinois, shares reviews on their Facebook page to point out audiences what other stakeholders are saying about their organization. Seeing a good review online can improve legitimacy and probably produce new stakeholders for your nonprofit. There is a danger if someone writes a negative review about your organization; however, one might argue that it could be an opportune time to engage along with your stakeholders online, building trust and transparency in your organization. Interacting with your stakeholders on-line can help nonprofits be more effective in market orientation and convey their mission to a wider audience.

Nonprofit organizations can even improve perceived value by being clear online. Listing donors, board members, and financial information, like an organization's 990 statement, can create trust with stakeholders. Websites like Guidestar, a non-profit-making organization data supply, offers a seal of transparency that organizations can use on their website. By filling out a profile and providing basic financial data for stakeholders, nonprofits are awarded a seal of transparency: having a seal of transparency builds legitimacy and trust, internally and externally.

Technology can even help non-profit-making organizations be more effective in their operations. Cloud-based package like Google Drive will improve internal communications among employees by storing documents that an entire team will use to collaborate online. Through cloud-based applications, users are able to comment, edit, and react in real time without having to depart their laptop or mobile device.

Organizations could adjust work calendars for team members, collaborate on projects, and attend a gathering through cloud-based software package. Vendors World Health Organization provide cloud-based software package are to blame for maintenance and upgrades, which saves structure costs in IT labor. Working through the cloud saves time, money, and physical resources, like paper and ink. Google for Nonprofits offers an entire suite of fundraising, marketing, and communication applications for organizations at no price. A recent Google Apps survey advised that organizations might save 68-87% in energy and scale back carbon emissions on a similar level by operational on the cloud. The cloud is not solely effective, it is inexperienced as well!

There are multiple services like My Volunteer Page, an internet volunteer management system. Nonprofit organizations can list a registration for volunteers on their website and be more effective in maintaining and programming their volunteers.

Imagine the chances your non-profit-making organization might attain by embrace all the advantages of technology. When your noncommercial is functioning on a strategic plan, consider implementing a lot of uses of technology into your structure goals. Whatever technology you opt to implement, the necessary issue is to be proactive, and not reactive, to changes within the school field. Once you implement your technology ways, monitor the success of your tech strategy and alter as necessary. In order to be effective, we have a tendency to must be proactive!

The success or otherwise of any discerning organization during this World of deregulated economies and competitive market rely for the most part on its ability to strategically outstrip her competitors. Outwitting competitors is abreast of by ability to deliver giving higher than competitors in the market and this additionally depend on the ability to continually improve on the quality of goods and services being offered. Many companies in Nigeria find it tough to compete with their foreign counterparts, partly because of their inability to pioneer. While the multinationals enjoy necessary incentives that may encourage all spherical business growth, most native industries lack necessary ingredients like size of firm, resources (financial, human), legal protection, innovation potency in the space of diversification, flexibility to retort to market changes and incentives to use existing and new technology. This implies that technological innovation critically affects organizational performance within the market place. Performance is a live of input and output analysis and measure with which input conversion into output help to realize set organizational goals. Most importantly therefore, these organizations lack innovation capability. Innovation capability is the skill and information needed to effectively absorb, master and improve existing technologies and make new ones (Guan, J and Ma N, 2003). Organizational performance is strategically measured among several dimensions through marketing capability and strategic coming up with capability (Yann, C.M, et al. 2004) according to Yann, C.M et al., promoting Capability is a firm's ability to publicise and sell merchandise on the basis of understanding customer needs, compensation scenario, costs and benefits and the acceptance of innovation. Strategic planning capability on the other hand is that the company's ability to identify internal strengths and weaknesses, and external opportunities and threats, formulate plans in accordance with corporate vision and mission and acclimatize the plan to implementation.

Here we are going to discuss how technology has brought its impact and evolved in organizations to show its effectiveness. Especially with reference to Educational Systems, Hospitals and Security Systems because of latest implementations drastically seen in this fast-moving world with respect to these sectors.

Technological Impact in Education System:

Technology leads to continue change in all sectors. Often, the effects of technology on any sector are disruptive in nature. Take the publishing industry for example. The rise of the online media has forced traditional publishing companies to rethink their business plans.

A similar change is taking place in the education sector. The increasing use of technology is changing the manner in which basic processes in education are being carried out. Here are some of the most profound ways of technology change in education so far.

➤ *Increasing Accessibility*

The most profound ways in which technology has changed education is that, it is has made it more accessible than the way it was a few decades before. It is now possible for anyone to access formal educational courses, through online. In practice, all institutions of higher education now offer a number of their courses on an online basis. Thus, technology has broken the geographical barriers that limited access to education in the past.

➤ *Flexibility*

Technology has made it possible for individuals to learn from anywhere as opposed to the way things were before when individuals had to travel to physical schools to access education. Interestingly, online learning means that people can learn at varying pace, depending on their ability and the amount of time that they are willing to devote to their learning effort

➤ *Interaction between teachers and students*

Earlier, teachers relied on actual meetings to interact with their students. It was only during physical meetings that teachers could deliver learning materials and instructions to learners. However, this kind of absolute dependence on physical meetings is gone now. It is easy for teachers and learners to stay in touch via email and other internet-based services such as file-sharing and Instant Messaging applications. Even though the need for physical meetings between teachers and students remains vital, technology has provided a means in which teachers and learners remain in touch all the time.

➤ *Online Tests and Assessments*

Now it is possible for institutions to test their learners online. Moreover, institutions can now assess the ability of their learners through online and determine the performance of the learners. Apart from the advantage of flexible e-assessments, as they are now commonly known, have the reputation of being highly efficient and impartial. Students can now use e-assessments to accurately gauge their performance. Similarly, education institutions can accurately and efficiently assess their learners using online assessments, thus saving time, money and other resources in the process.

➤ *New Content*

Technology has made possible for learners to access new content easily. For example, it is now easy for learners to access e-books from anywhere and at any time. Besides, now we have digital versions of many popular textbooks. Although some of the free digital versions of important textbooks are not complete, they still make it easy for learners to access content online.

➤ *Special Needs In Education*

Special needs have been an important issue for years in education. But the environment of traditional classroom learning never met the needs of the learners. On the contrary, the highly flexible, interactive and accessible nature of digital learning providing a wonderful environment for individuals to learn in ways that suit their personal needs, capabilities or even challenges.

➤ *Lifelong Learning*

Those days are gone when people would forget everything about education the moment they stepped out of the college. In the present knowledge-driven world, people have to learn new skills all the time. Learning is now part of life for everyone. New demands at workplace lead the people to learn new ways of doing things. Similarly, the life issues force people to acquire new skills all the time. The good news is that with the rise of new technology-based education, now the individuals can learn almost anything at any time. Thus, technology has made learning a truly life-long activity.

➤ *Cost Reduction*

The contribution of technology has significant reductions in the costs of accessing education. To education providers, the use of technological applications to change the fashion in which basic processes are conducted has led to drastic reductions in the amount of money the institutions spend.

Similarly, to learners, the technology has led to tremendous reductions in the costs that the learners have to incur in the course of accessing education. In conclusion, technology has changed education in various ways. From making education more accessible and important to enhancing the manner within which teachers and learners move during the method of learning, technology has had many profound and positive effects on education.

Technological Impact in Hospitals:

Healthcare changes dramatically because of technological developments, from anaesthetics and antibiotics to magnetic resonance imaging scanners and radiation. Future technological innovation goes to stay reworking care, nevertheless whereas technologies (new medicine and coverings, new devices, new social media support for care, etc) can drive innovation, human factors can stay one amongst the stable limitations of breakthroughs. No predictions will satisfy everybody; instead, this article explores fragments of the long run to see a way to think more clearly about a way to get wherever we would like to go.

Significance for public health

Technology drives healthcare more than any other force, and in the future it'll continue to develop in dramatic ways that. While we are able to glimpse and dialogue the details of future trends in healthcare, we'd like to be clear about the drivers thus we are able to align with them and actively work to ensure the best outcomes for society as a full.

➤ *Patient-Friendly Technologies*

Surgical technology help to shape reputation, but how a hospital accommodates its patients directly with technology is just as critical. There are many technologies in particular that making a positive difference in a hospital's reputation.

➤ *Social Media*

The hospitals want to communicate and reach the broadest patient population possible, they are instill a social media plan. The basics of any social media plan include assessing the hospital's readiness, experimenting with the different types of social media technologies and services, establishing a direction, creating dialogue and monitoring analytics to see how a hospital's presence is being received.

➤ *Staffing Management Technology*

Staffing and labor costs are consuming more than 50 percent of expenses at hospitals, In order to keep these costs in check, hospitals are implementing staffing management technology to keep scheduling at an best state without sacrificing patient care.

➤ *Striking changes in advancement of technology:*

- Infection-Detecting Technologies
- Hybrid Operating Rooms
- Smartphones & Tablets
- Telehealth Tools
- Ultrasound Imaging Devices
- Surgical Equipment
- Electronic Health Records

Technology impact on security systems

Security systems technology benefit to protect homes, families, prized belongings, businesses and more. Security system technology involves the process of security system installation and repair for homes and businesses. Security systems involves in video, sound, sensory and identification components. Students learn the principles of computer science related to security system technology as well as how to install and repair fire detection systems, burglar alarms and motion detection systems. In t business security systems, technicians need to be able to provide video surveillance for security personnel to monitor activity both during and after business hours.

➤ *High-Tech Doorbells*

We can see an increasing demand for high-tech doorbells. Thanks to the security system industry. We can now purchase doorbells that come with hidden cameras, easily allowing you to see who is at the door. We can also find doorbells that come with biometric fingerprint scanners. To top it off, some even come with facial recognition software.

➤ *Smart Door Lock*

The ultimate high-tech security product enables fingerprint scanning and also has the option to require a passcode to be entered. When it comes to the King of all door locks, this is the product for you. Even better is the door lock having the ability to store up to 100 fingerprints, making it simple for all who desire for secured lock systems. This door lock is ideal for both personal and professional use, provides an excellent way to add an additional layer of security to security system.

➤ *Other Types of High-Tech Security Products*

- Robotic AI Assistants
- Miniature Security Systems
- App-controlled Indoor Drones
- Home Automation Hubs
- Curated Smart Home Kits
- Door-guarding Gadgets

➤ *Cybersecurity*

Once again, as it did last year, cybersecurity must appear on the list of trends for the next 12 months and beyond (if you're keen to get under the bonnet of cybersecurity, you can find plenty of further reading here). The constant enhancement of cybersecurity will be a never-ending task, because well-resourced cybercriminals will never stop looking to exploit vulnerabilities in any new technology. And as the number of connected devices grows exponentially, so too do the potential flaws that, if left unaddressed, could provide the opportunity for networks to be breached, ransomware to be planted or, more simply, costly downtime to occur. 2018 will no doubt see more attacks and vulnerabilities exposed. The answer is proactivity and a systematic process for ensuring that patches are implemented as soon as they are available (our Hardening Guide is a useful resource).

➤ *Non-visual sensors bring new dimensions*

Until recently, the primary – if not only – data available to surveillance operators was video which obviously only delivers a two-dimensional perspective. With the use of new, non-visual sensors, this view will become multi-dimensional, providing a richness of data that will enable for more rapid and accurate assessment of situations and, therefore, faster escalation, the activation of an appropriate response and the minimization of false alarms.

➤ *Virtual assistants and augmented reality leap into business*

The previous year has seen remarkable consumer adoption of virtual assistants. Amazon Alexa, Google Home, Apple Siri, and Microsoft's Cortana have all gained momentum as technology to help people manage their daily lives, and forthcoming technologies such as Facebook M will only build on this. It is inevitable that these same technologies will start to find their way into the business environment, as consumers expect the same levels of technological help at work as they now get at home. Particularly for the providers of any sophisticated or complex technology-based products and services, virtual support in specification, installation, configuration, and management will become more than simply expected; it will become an imperative.

Conclusion

In conclusion, the use of technology in the healthcare sector is expanding at a rapid rate. However, there are so many challenges being experienced by healthcare providers as they endeavour to implement technology applications. For instance, the quality achieved as a result of investing in technology is not often rewarded. Instead of rewarding improved service delivery, a majority of service providers put emphasis on the volume of services offered. Another challenge is the healthcare delivery fragmented nature which makes it harder for healthcare organizations to adopt technology. Regardless these challenges, hospitals are investing in technology because it enhances information access by patients and healthcare professionals which in turn enhances the quality of care provided to patients. The use of technology also improves communication between healthcare professionals and consequently reduces missed care. Relevance The study is relevant because it provides healthcare organizations and healthcare providers with detailed information

As we have seen the implementation and impact of technological changes in educational system, hospitals and security systems and their effective utilization in these sectors we can thus conclude that organization effectiveness is triumphant through technology implementation in contemporary scenario and very much efficient as it made life easily accessible to confront the challenges.

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