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Organizational Effectiveness with the Holistic Organizational Effectiveness Method

Nur Laily[1], Farida Rahmawati[2], Sukaris[3], Triyonowati[4]

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Abstract: This research aimed to find out the effectiveness of an organization at higher education 'X' in Surabaya, Indonesia. In this research, the focus was on the measurement of organization effectiveness using Holistic Organizational Effectiveness. The research was qualitative with case study method. Moreover, the analysis data were observation result, interview, and documentation. The research result concluded that the scale level of organization effectiveness was under four in Holistic Organizational Effectiveness graphic. It meant that the organization has not been effective yet. Therefore, to increase the effectiveness of sustainable holistic organization, it needed to strengthen the employee effectiveness, choose, develop and maintain better leaders and employees. In addition, it also needed to strengthen the culture; to build structure, system, process of more effective organization; to give better training; to strengthen communication and collaboration effectiveness; and to apply process of effective performance measurement and compensation. Besides, it also needed to have award and recognition program, to evaluate and reduce the organization risk, and also to support the sustainable effort.

Keywords: Organization, Effectiveness, Holistic Organizational Effectiveness, Performance.

Scope of the Article: Measurement & Performance Analysis

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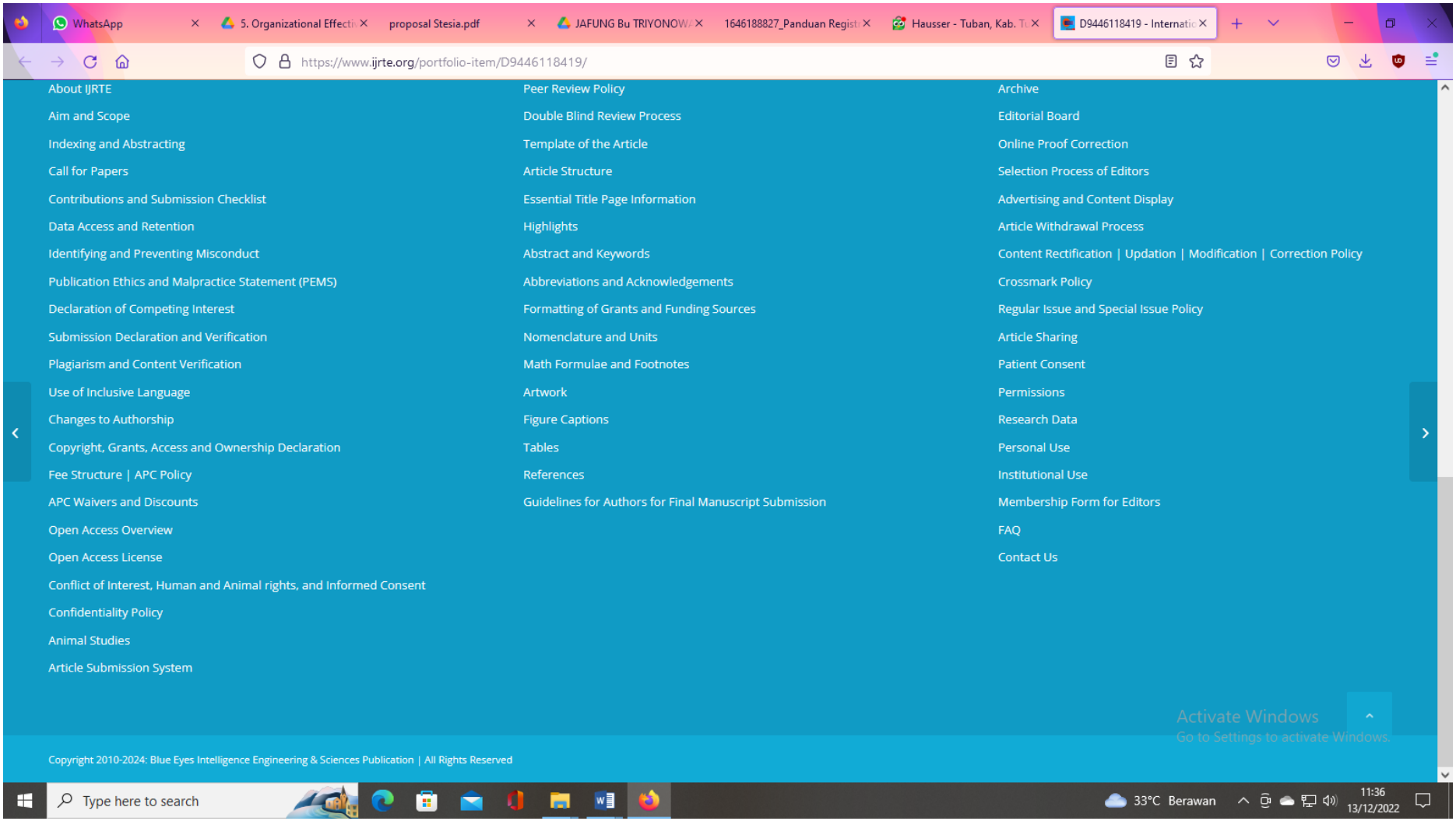
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ABSTRACT: ***This research aimed to find out the effectiveness of an organization at higher education 'X' in Surabaya, Indonesia. In this research, the focus was on the measurement of organization effectiveness using Holistic Organizational Effectiveness. The research was qualitative with case study method. Moreover, the analysis data were observation result, interview, and documentation. The research result concluded that the scale level of organization effectiveness was under four in Holistic Organizational Effectiveness graphic. It meant that the organization has not been effective yet. Therefore, to increase the effectiveness of sustainable holistic organization, it needed to strengthen the employee effectiveness, choose, develop and maintain better leaders and employees. In addition, it also needed to strengthen the culture; to build structure, system, process of more effective organization; to give better training; to strengthen communication and collaboration effectiveness; and to apply process of effective performance measurement and compensation. Besides, it also needed to have award and recognition program, to evaluate and reduce the organization risk, and also to support the sustainable effort.***

Index Terms: ***organization, effectiveness, holistic organizational effectiveness, performance***

I. INTRODUCTION

All organizations must be able to determine how effectively they have used the resources they have to achieve their goals. Organizational effectiveness is a trait that occurs in organizations carried out by several work groups that are coordinated for the achievement of performance and goals relating to quality, quantity and time that have been determined.

Organizational effectiveness is defined as an organization that embodies its objectives [3]. Another understanding of organizational effectiveness is the level of accuracy of achieving a target by utilizing existing resources [4]. Based on these two definitions, it can be concluded that organizational effectiveness is accuracy in achieving the organization to achieve its goals by empowering organizational resources. Effective organizations are not only oriented towards maximum results, but also about the sustainability of the organization itself. Effectiveness is not only about the end result (output), but also about the input and process. So that it can be said that an effective organization is an organization that is able to achieve its objectives maximally and sustainably. The level of efficiency and effectiveness of the organization has two important meanings in organizational evaluation. The level of efficiency will be related to the determination of the total allocation of resources

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infrastructure including the use of information technology that is more adequate in supporting service activities, has a positive impact on customer satisfaction; (9) financial planning and management shows that there is a limited budget allocation for the organization of work programs of the organization that has a direct impact on other indicators, especially in terms of providing service facilities and infrastructure and supporting the performance of existing resources; (10) risk assessment and mitigation, where an optimal risk management system has not yet been formed which has an impact on the ineffectiveness of achieving organizational goals, so a thorough and systematic evaluation is needed; (11) environment, sustainability and responsibility where sustainable development launched by Higher Education 'X' brings positive changes in supporting productivity improvement to continue to make 'improvements' in order to achieve an effective and efficient organization.

V.CONCLUSION

Based on the results of qualitative research techniques of observation, interviews, and documentation conducted at Higher Education 'X' about Analysis Organizational Effectiveness Using Holistic Organizational Effectiveness (HOE), conclusions can be drawn. The conclusion shows that the level scale of effectiveness organizational is below the range of scale number 4 on the Holistic Organizational Effectiveness (HOE) chart, which means the organization of Higher Education 'X' has not been effective. Therefore, to increase the effectiveness of a holistic organization that is sustainable, it is necessary to strengthen the effectiveness of the workforce, choose, develop and retain better leaders and

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Sukaris, Universitas Muhammadiyah Gresik, Publication:The Last Publication: Never Give Up!(Successful business of people with disabilities); Small and Medium Enterprises (SMEs) Barriers in Running a Business

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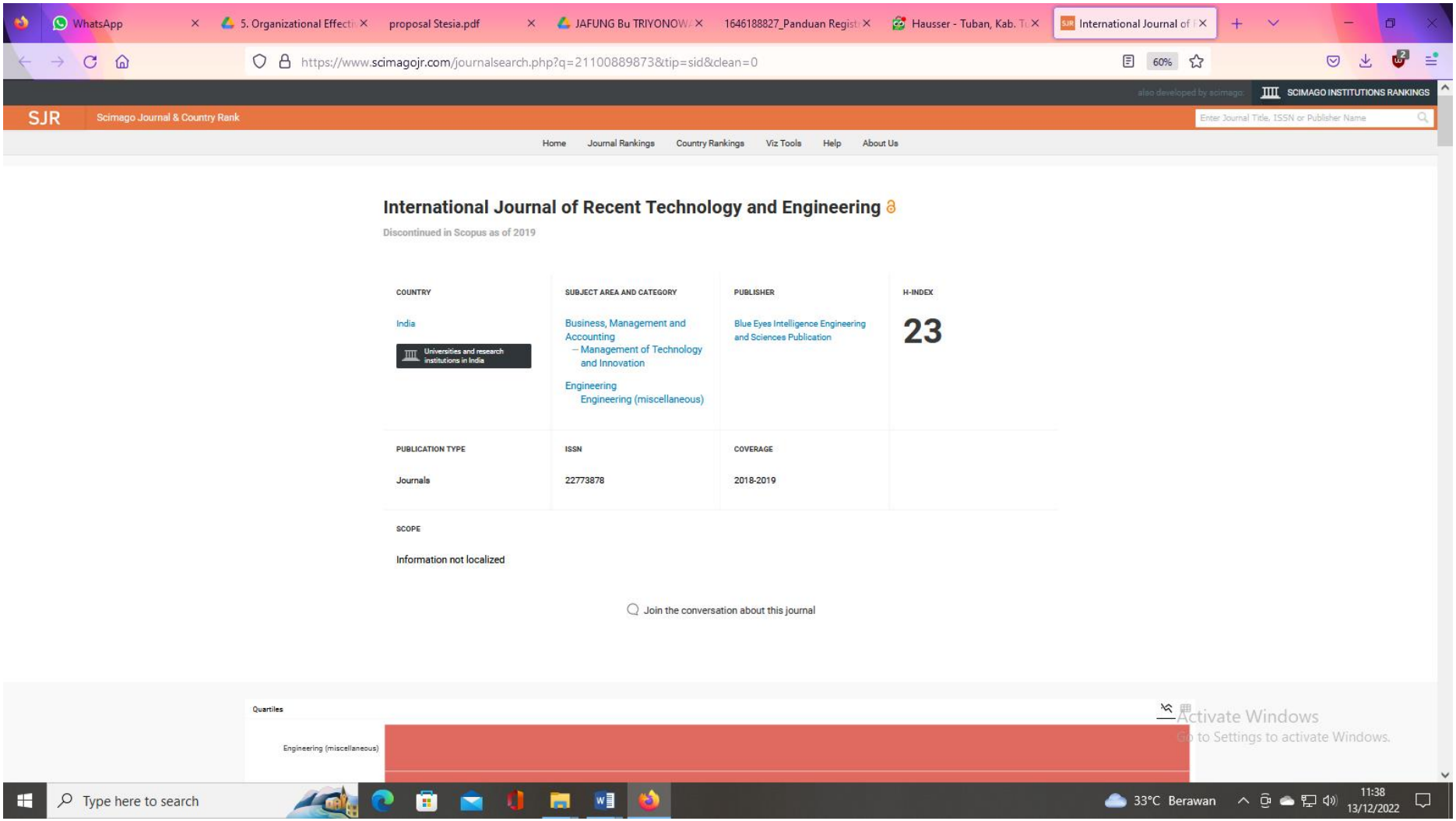
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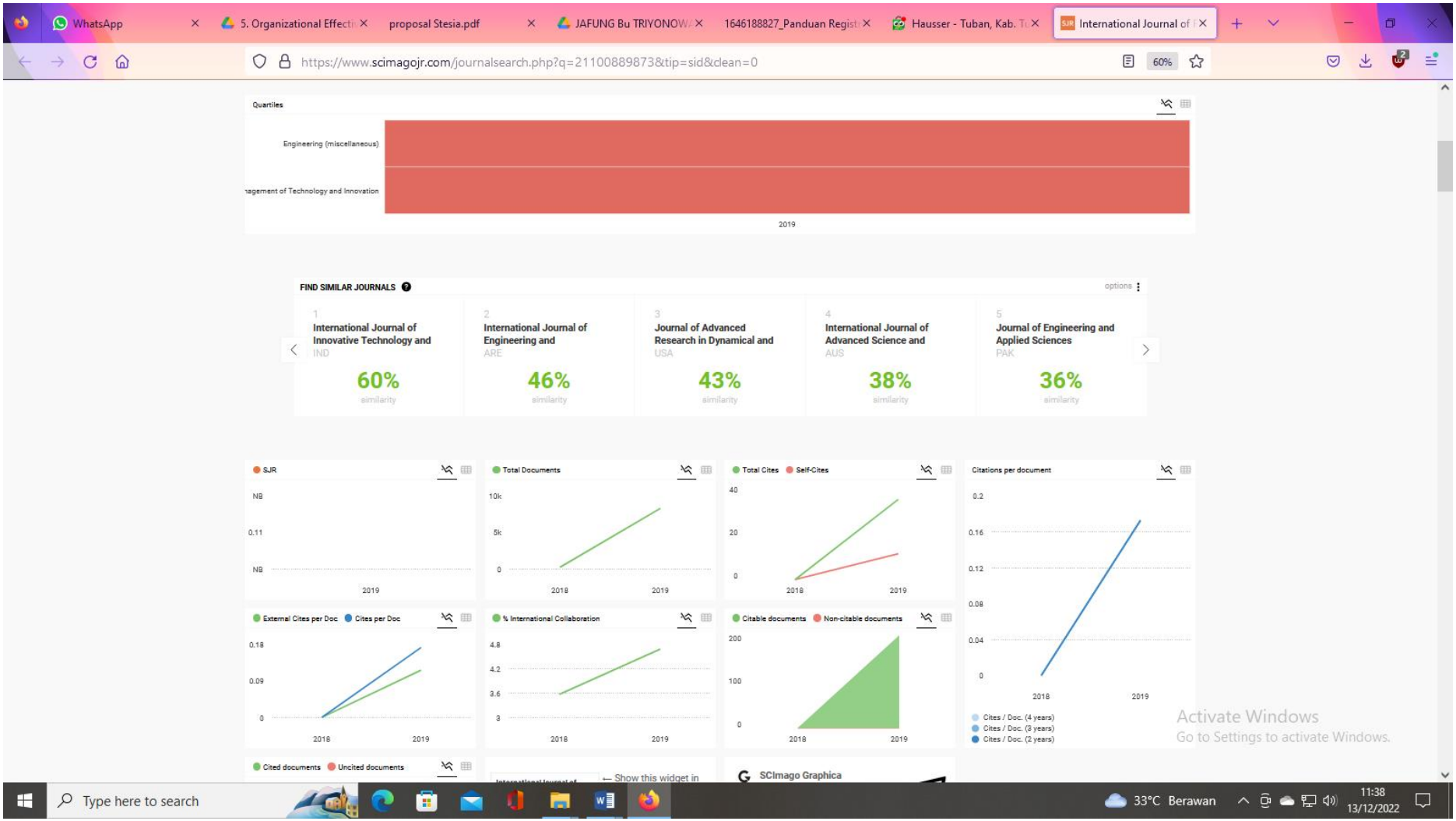
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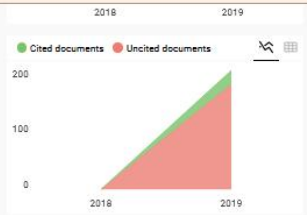

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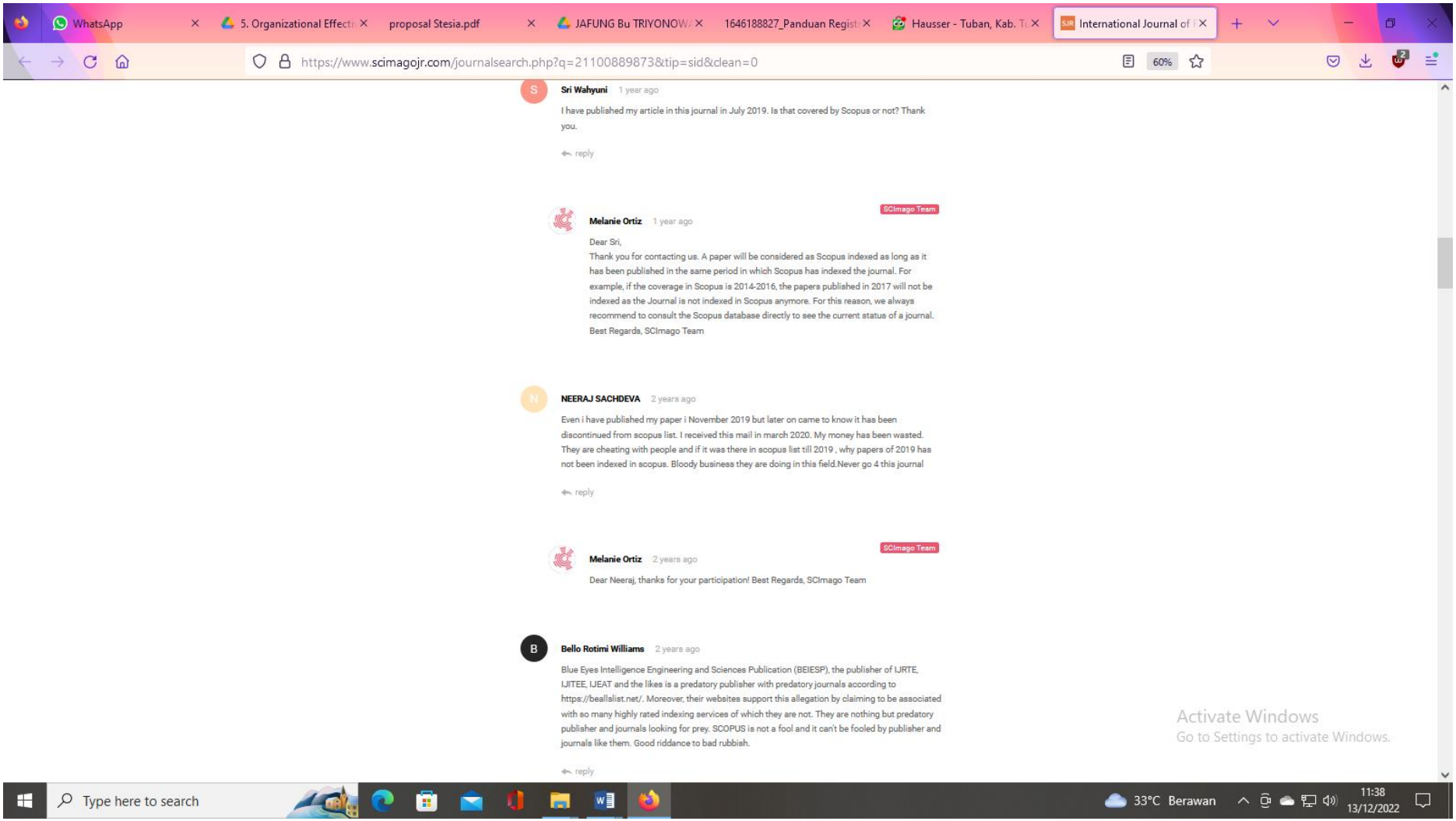
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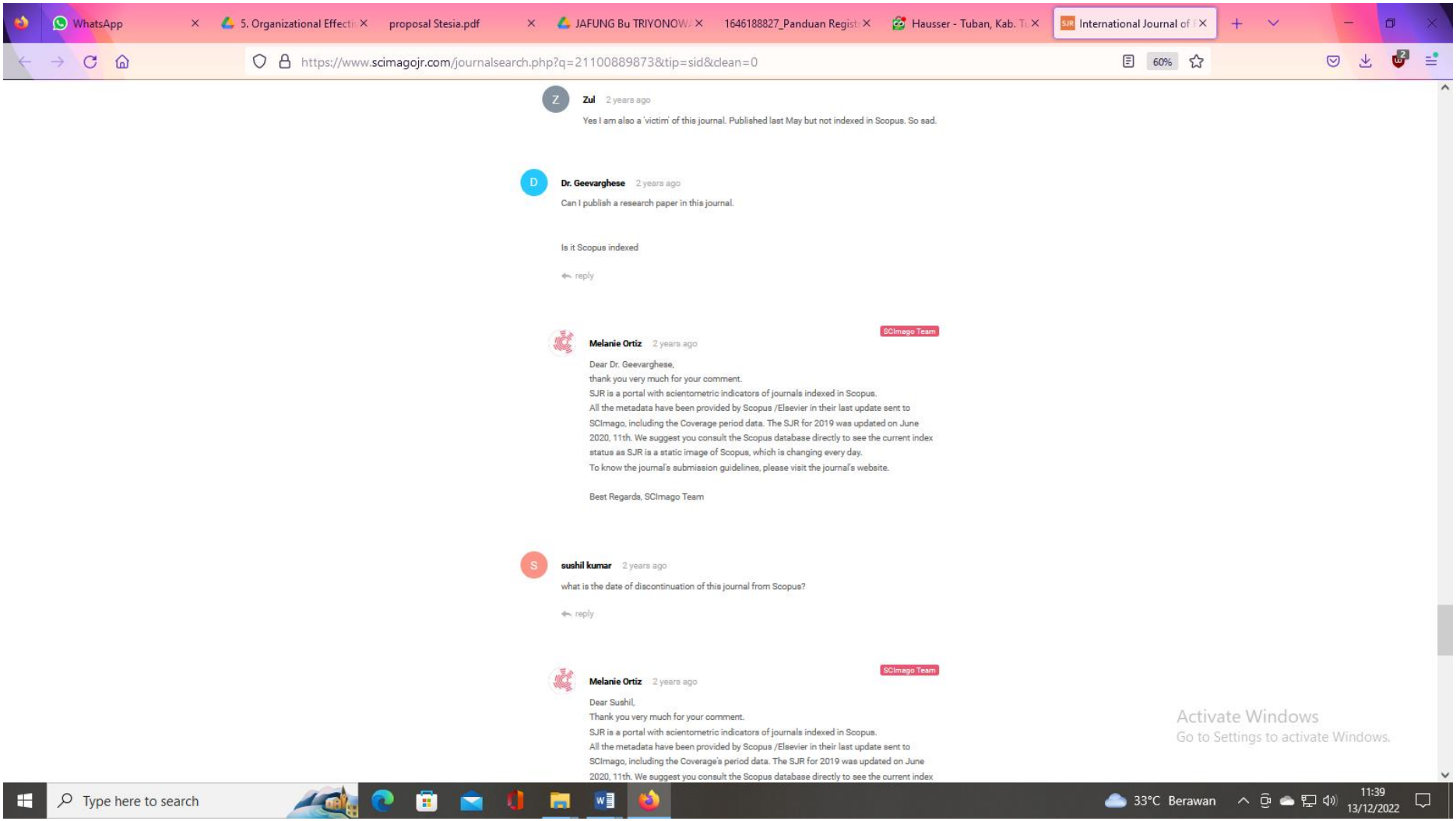
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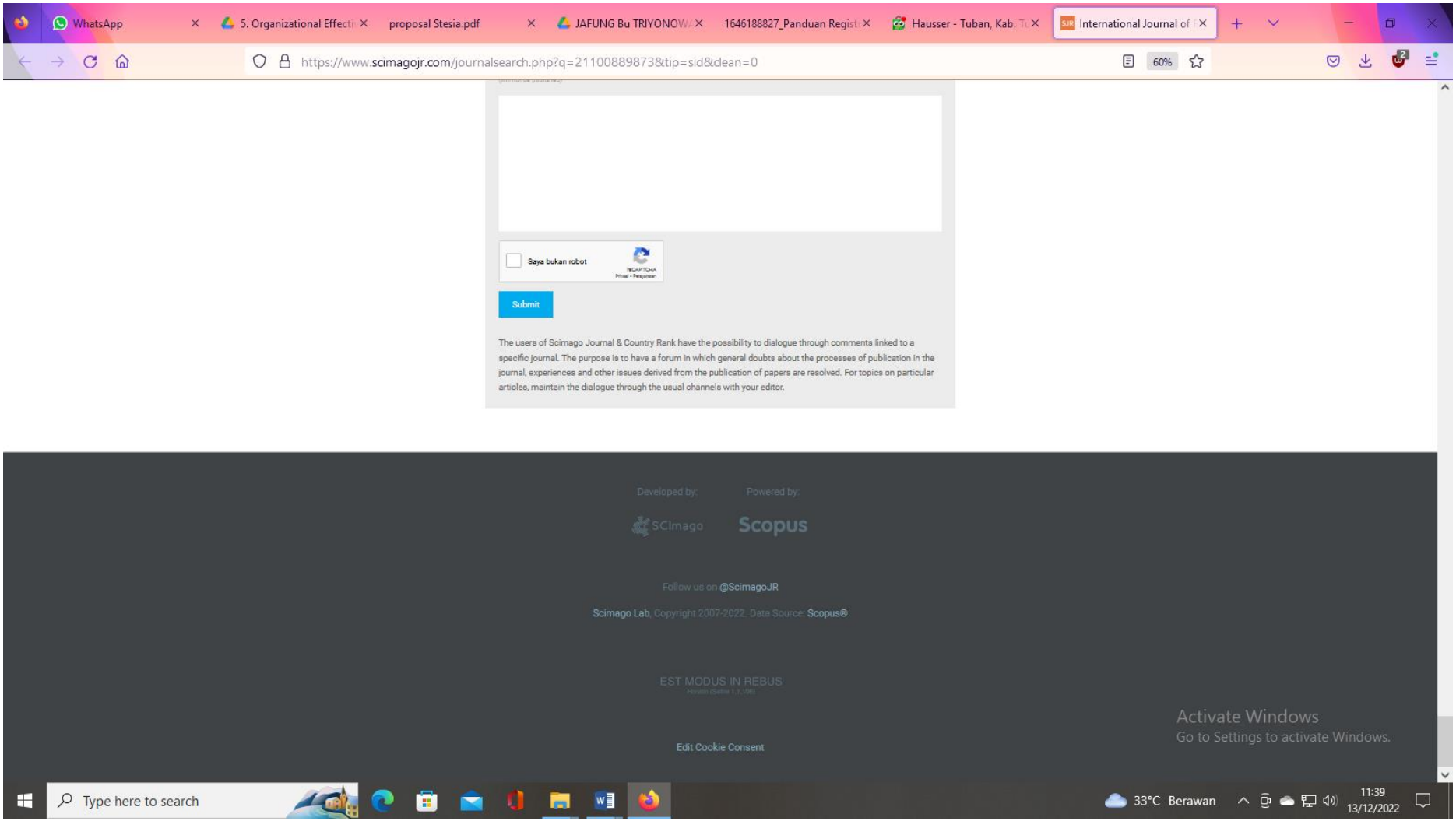
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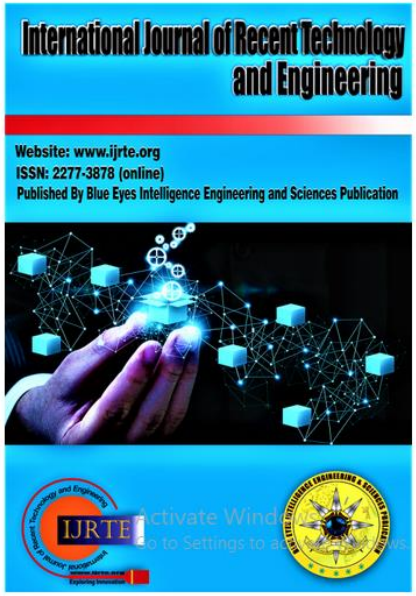

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Abstract: This research aimed to find out the effectiveness of an organization at higher education 'X' in Surabaya, Indonesia. In this research, the focus was on the measurement of organization effectiveness using Holistic Organizational Effectiveness. The research was qualitative with case study method. Moreover, the analysis data were observation result, interview, and documentation. The research result concluded that the scale level of organization effectiveness was under four in Holistic Organizational Effectiveness graphic. It meant that the organization has not been effective yet. Therefore, to increase the effectiveness of sustainable holistic organization, it needed to strengthen the employee effectiveness, choose, develop and maintain better leaders and employees. In addition, it also needed to strengthen the culture; to build structure, system, process of more effective organization; to give better training; to strengthen communication and collaboration effectiveness; and to apply process of effective performance measurement and compensation. Besides, it also needed to have award and recognition program, to evaluate and reduce the organization risk, and also to support the sustainable effort.

Keywords: Organization, Effectiveness, Holistic Organizational Effectiveness, Performance.

Scope of the Article: Measurement & Performance Analysis

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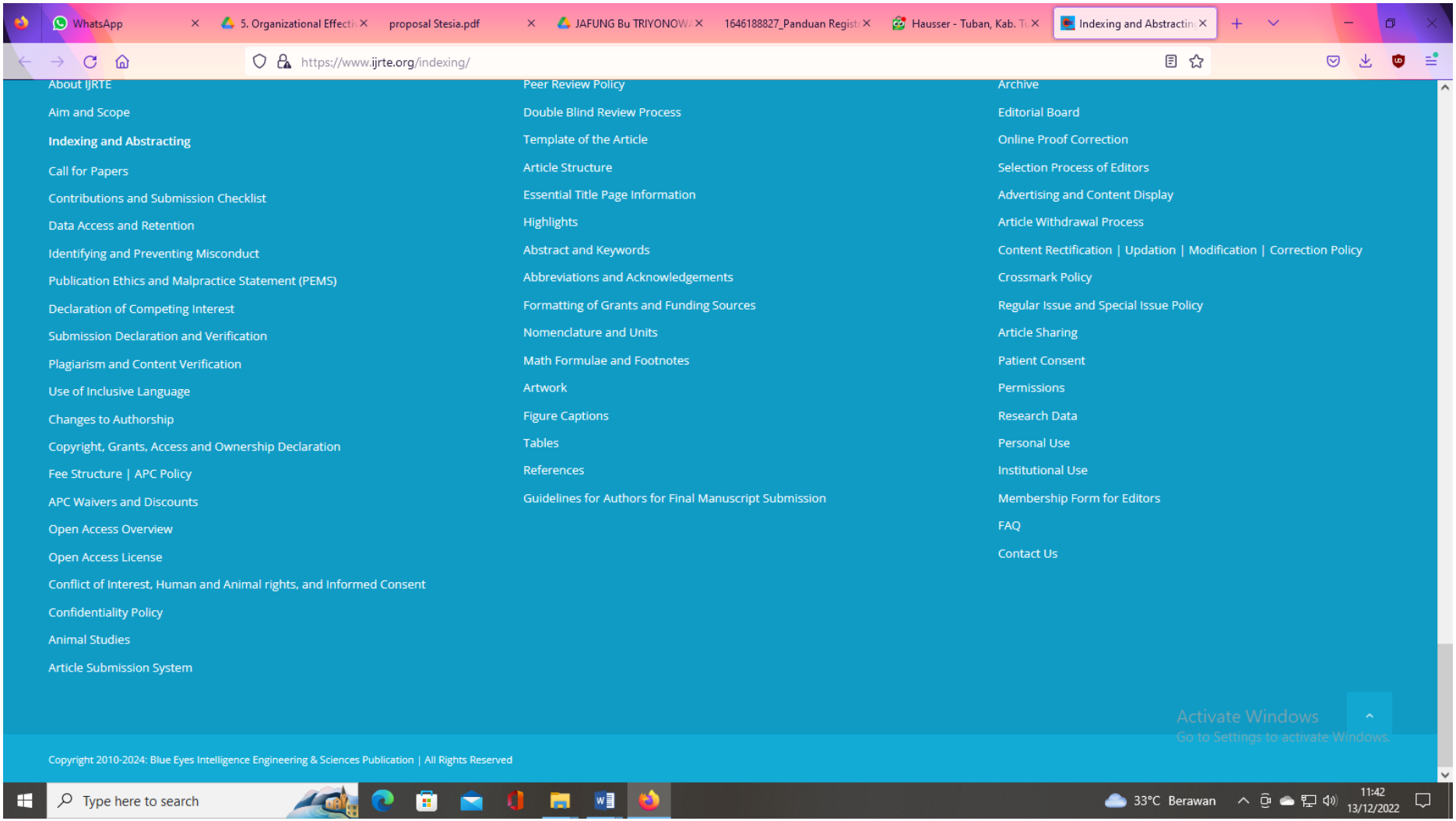
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