PREFACE

One important advance in the discipline and practice of Human Resource Management is organizational effectiveness. But, what is organizational effectiveness? Is it a bag of techniques and tricks? A bundle of analytical tools like those taught in business schools? Organizational effectiveness is above all is based on a few, essentials. Organizational effectiveness is about making human beings in the organization effective. Its task is to make people capable of effective performance to make their strength relevant and their weaknesses irrelevant. These days practically all of us work in an organization, large or small, business organizations or social organizations. We depend on these organizations for our livelihood. And our ability to contribute to the society also depends as much on our contribution in making the organization effective for which we work by offering our skills, dedications and efforts. Organizational effectiveness is an effort towards integrating people for the common goal. Every organization is a social entity, every organization is a living system. Each organization is a social rational system and therefore an organization is a miniature society and our job is to make these organizations effective.

How can we make an organization effective one, is a million-dollar question. Much work has been done in the past to answer this question, and much work will be done in future to find out the answer. Here an academic inquiry has been made to describe some dimensions that play their role in developing effectiveness in the organization. An individual in the organization has got psychological entity. He has got his personality. He has skills and abilities. Some have managerial skills and abilities. When individuals use these dimensions then, they will derive job satisfaction and that organization will become an effective organization. This prepares grounds for the study i.e. organizational effectiveness with reference to job satisfaction, employees effectiveness and personality traits.

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