

THE MANAGEMENT AND DEVELOPMENT OF ORGANIZATION

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Development of organization is a long-time work in increasing the ability of organization to restructure and renew itself, meet the needs and quickly react for inside and outside changes. We can match the effective management of culture in organization, especially in formal work groups, using scientific methods of behaviour.

Taking part in development of organization means itself different planned actions, in which the organization takes a part. There are some types of taking part in development of organization:

- *Actions in developing of effective relations between the groups.*
- *Actions in forming of effective groups.*
- *Actions in learning and increasing of qualification.*
- *Actions in restructuring of organization* – used in improving of organization structure or executing solutions.
- *Actions in using the results of monitoring* - include transfer of information, received as a result of diagnostic actions, to the members of organization and designing the plans of action, using this information.
- *Consulting in group processes* - used in helping the members of organization to understand better the actions in organization.
- *Diagnostic actions* – include gathering information about organization, using interviews, meetings, documents, materials, monitoring .

To be successful in the development of organization you must know such rules:

- All actions must be agreed with employer politics.
- Top – managers must take part in basic diagnostic actions.
- Top – managers must take part in program of development and fully be agree with it.
- Use the help of psychologist (or consultants in human behaviour) to understand better the actions in organization.
- Work-groups must take part in program as much as manager.

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