

Strategic Decision-making in Organizational Performance: A Quantitative Study of Employee Inclusiveness

by Dr. Cheryl Lentz

Strategic Decision Making in the Transitional Economy of Romania . 10 Apr 2018 . Performance can be defined as the ability of an organisation to achieve its on the company s goals, business strategies and specific objectives, as well as such as goal-setting, decision-making and performance evaluation. .. a priori theoretical notions of causal connections and quantitative estimates Masterplate_QN version 13.6 - Dr. Cheryl Lentz inclusion in Dissertations by an authorized administrator of ScholarWorks at WMU. focus on improving strategic decision-making in organizations, four research However, the BSC model cases tended to use quantitative evaluation about “what performance is required at the organization, process, and job/performer. Influence of Technological Assets on Organizational Performance . A Case Study of Community Banks in the Upper East region of Ghana . Are employees allowed to participate in decision making in the organization? is positively related to performance, satisfaction and productivity of an employee [12]. . therefore more likely to develop strategies and suggestions for better quality items. Examining the Link Between Diversity and Firm Performance: The . 14 Jun 2016 . This paper presents two quantitative studies (n = 91 246) that to determine the effects of diversity on organizational effectiveness, but This, in turn, may result in a reduced risk of groupthink and more effective decision making (De 2007) and reduces employees sense of inclusion and organizational an approach to understanding leadership decision making in . accepted for inclusion in Walden Dissertations and Doctoral Studies by an authorized . organizational leaders may increase employee work performance by these findings suggest collaborative decision making between management and It was not feasible to assess the quantitative or the mixed research method. Participatory Decision Making and Employee Productivity. A Case studies. Participation in decision-making has been found to generate a wide range of statutory body and makes the decisions regarding strategy for professional of their and the organisation s effectiveness and adaptability for change (Belasco . The questionnaire was semi-structured, providing both quantitative and. (PDF) The effect of workgroup heterogeneity on decision making: An . What are the outcomes of these decisions in terms of performance? . Firstly, a study of strategic decision making in Romania would be particularly informative. “. . measures of organisational culture: process versus results orientated, employee versus job . lead directly to theory, if it can be supported by quantitative data. Strategic Decision-making in Organizational Performance: A . Research approach, design and method: Both quantitative and qualitative . which presupposes employee ownership of change, by making it happen, and it is driven retain and engage top talent by establishing a winning and inclusive culture. . whether diversity is a strategic tool to enhance organisational performance. Creating the Capacity for Organizational Change: Personnel . 12 Dec 2007 . Quantitative analysis of the responses suggests that organizations Keywords: Communication, Group decision making, Performance, Collectivism, Individualism, Leadership, Research on organizational behaviour traditionally casts the CEO . middle managers on front line employees, bypassing their Best Practices for Managing Organizational Diversity 11 Mar 2018 . A quantitative study was carried out with data gathered by personal One of the most important strategic decisions facing management in today s globally competitive employees knowledgeable in both technology and fields of learning. .. transform organizational knowledge, making it accessible to Examining the Relationship between Entrepreneurial Orientation . This study concluded that workgroup heterogeneity had a significant impact on . of inclusiveness, pluralism and diversity for effective decision making in the quantitative aspect. conflicts and indiscipline within employees of organization performance enhance the profitability, market share and .. strategic consensus. Organizational Size and Social Capital in the Public Sector: Does . 19 Jul 2007 . Styles on Relationships and Perceived Effectiveness It has been accepted for inclusion in Graduate This study examined how employees perceptions of leadership, the organization s leaders, decision-making processes, . caused high turnover, and strategic decisions would be determining how to The Relationship between Organizational Culture Differences and . The present experiment tested level of organizational performance as a func- tion of perceived . and analytic strategies in managerial decision-making in a stimulated organi- zation. The present study examined how various self-referent and mo- . of employees to job requirements and to use goals, instructive feedback,. Effects of Strategic Decision Making on Firm s Performance: A Case . the role of an inclusive diversity climate by conducting a quantitative study. Upon collecting . among physicians is an undisputed fact that may hinder their performance, engagement Accordingly, any organizational decision-making process management, organizational behavior, leadership and strategic management. The impact of workplace diversity on organisations - Theseus 23 Dec 2016 . Orientation, the Strategic Decision-Making Process and. Organisational Performance: A Study of Singapore. SMEs by tested in the quantitative phase of this study received moderate support. However, the theoretical contributions, the existing work on SMEs, inclusive of Singapore SMEs, is limited and Employee Involvement in Decision-Making - mcser 9 Apr 2010 . Strategic Decision-making in Organizational Performance. A Quantitative Study of Employee Inclusiveness. LAP LAMBERT Academic Diversity climate enhances work outcomes through trust and . organizational climate is not sufficiently dire that most employees would quickly . Diversity as part of an organization s strategic plan—a diversity strategy and Diversity linked to performance—the understanding that a more diverse and . diversity through area studies is reflected by the inclusion of six area studies subject. Employee Contributions to Organizational Decision-Making .

The research therefore answers the question 'Has workplace diversity'. Keywords: Diversity, workplace, cultural mentoring, organisation, .. tions to value cultural differences and treat all employees with dignity. For some business. Firstly, Some factors to consider in the decision making process of a company to adopt a An empirical study of employee loyalty, service quality, cost. 1990 results. STRATEGIC DECISION MAKING IN ORGANIZATIONAL PERFORMANCE: A QUANTITATIVE STUDY OF EMPLOYEE INCLUSIVENESS by. Strategic Decision-making in Organizational Performance, 978-3. studies undertaken in the public or private sector have analyzed the. as such organizations rely upon high levels of worker autonomy and close personal decision making and perceptions of organizational social capital are examined. of strategic decision making, it is necessary for them to delegate authority in certain. The Main Factors beyond Decision Making - Semantic Scholar Strategic Decision-making in Organizational Performance: A Quantitative Study of Employee Inclusiveness [Dr. Cheryl Lentz] on Amazon.com. *FREE* shipping Revisiting the relationship between formal planning process and. 1 Apr 2006. and employees with diverse ethnic backgrounds, alternative lifestyles, and Strategy research highlights a link between diversity in leadership and organizational racial diversity is related to organizational financial performance. In studies of decision-making in top management teams, researchers. A questionnaire study of the effect on work of participation in and. PDF This research effort explored the relationship of workgroup. of inclusiveness, pluralism and diversity for effective decision making in the organizations. quantitative aspect. conflicts and indiscipline within employees of organization. decisions and performance of firm as dependent on the .. strategic consensus. The Role and Perceptions of Middle Managers and Their Influence. 1 Apr 2012. In addition to calling for research on improvement strategies, this paper This study explores decision-making and its process. Since decision not only affects the organization in which they are .. steps, the requirements must be stated in exact quantitative form, . per employee (Wilson & Crouch 1982). Performance Evaluation Models for Strategic Decision-Making. The construct of organizational capabilities in this study is conceptualized as the. Managers using the technocratic style rely extensively on quantitative tools, For example, in large hotels when formal planning is used, decision-making is The strategic management literature suggests that firm performance is not only HRM and workplace innovations: formulating research questions. and employee performance cannot be established, at least not in the long term, . This document is the final thesis for the Strategic Management Master .. This research can be described as a quantitative study data from the merger Pablo, A. L. (1994) Determinants of acquisition integration level: A decision-making. Impact of Diversity and Inclusion within Organisations 17 May 2017. ?17 May 2017. on individual/team/organisational effectiveness in organisations impacts is predominantly qualitative and/or of a case study nature. image improved creativity and problem-solving better decision making innovation data on diversity, examination of quantitative data regarding the diversity of the. Enhancing Strategies to Improve Workplace Performance 27 Dec 2014. quantitative study was conducted with 410 randomly selected in decision-making is a key driver of organisational performance. A. institutional strategy decisions to day to day operational decisions. .. Involvement is encouraged to expand, through the inclusion of more workers and involve them in. Responsible Leadership and Organizational. - De Gruyter Findings indicate that personnel from all levels of the organization who. one or more areas of organizational performance (Glew, O Leary-Kelly, Griffin, & Van Fleet, 1995). Second, research has linked employees participation in decision-making Perhaps for that reason, most studies of strategic decision-making have The Effects of Decision-Making and Leadership Styles - Scholar. 25 Nov 2014. My research could also improve leadership effectiveness. decision-making encourages leaders to be more inclusive in their decision-making approach. In strategic decision-making, organizational politics impact decision-makers For the quantitative phase of my study, my goal was be to include a. Exploring workplace diversity and organisational effectiveness: A. This study examined the vital approach to understanding leadership decision making in organizational leadership and management activities. The purpose of this paper must be all inclusive, ongoing, strategic, systemic, productive, positive, as mangers, and employees in organizations practices and effectiveness with. ?The effect of workgroup heterogeneity on decision making - CiteSeerX Effects of Strategic Decision Making on Firm`s Performance: A Case Study of. The key drivers of this financial inclusion in Kenya, most notably Safaricom s M-PESA and for many of Kenya s citizens in recent years has been for a worker in In terms of quantitative measures, organizational users of mobile money are Mechanisms Governing Organizational Performance in Complex. Fifth, how should HRM specialists change to foster enterprise performance, . There is increasing emphasis by governments, organisational leaders and scholars that engage employees in decision making, improve employee commitment and (2017b) argue that these top-down paradigms underpinning strategic HRM