
The Role Of Organizational Control In Management Of A Company

Mostly, social loafing tends to occur when team members' responsibilities aren't well defined. I would advise that team member to talk to his group and tell them to assign a specific task to each member equally. By making individual contributions identifiable, every member will cooperate, and this will eliminate the social loafing. Team's performance will be improved automatically if the organizational control is effective. By clarifying roles and task, this will help them understand the quality of the work you are expecting from them and make sure to explain the result you are trying to achieve. The team has to set a time for their meeting and making sure that everybody is present so that they won't miss any information and details about the project. We all have a different time of availability, so the leader has to specify the finish time of the meeting. Organize your agendas to help you finish at the specified time. Unfinished business can be placed in the next meeting agenda or assigned to the subcommittee for reporting at the next meeting.

Organizational control is the system that helps managers to establish and assess how well the business and its employees are functioning to accomplish their organizational goals and take appropriate action. Organizational control features effective quality assurance and vigilance upon employees making them disciplined enough to perform inside the circle of organizational progress making the environment of competitiveness. It is the sole contribution to the corporate sector organizations in which employees are made to perform higher time to time resulting in the increased rage of competition. For example, among banks, the Federal reserve bank controls every commercial bank to ensure customer satisfaction by depicting the competitiveness of each banking client in the market. Organizational control is essential for the collective performance of organization because it implies financial stability, brand management, a boost in efficiency and productivity, and legal compliance.

One of the advantages of controlling function is that it provides accurate information which is what is needed for the efficient and effective decision - making process and hence establishes an effective working state of a business. Moreover, the control function has a great application during times of need of attention or immediate action. If appropriate action is not taken, there may be significant losses for a company.

Hence, in such times, the controlling function is of great use to offer appropriate help and assistance to the key individuals of a company. Control is not limited to assessing whether plans are applied to, but it also leads to identifying reasons for deviations and appropriate action.

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