

Organizational Diagnosis Questionnaire

Moshe Canty cantym@nyack.edu

Bachelors in Organizational Management

Nyack College

May 30, 2022

Organizational Diagnosis Questionnaire

The Center for Community Alternatives (CCA) Inc. is an organization that does remarkable work in underserved communities in New York State. Therefore, I am not at all surprised by the results of the Organizational Diagnosis Questionnaire. In fact, all the results are consistently under 4 indicating the potential that less problems exist with organizational functioning. Whenever organizational problems arise at CCA, they are addressed appropriately, meaning, problems are rarely allowed to fester. If they are, it is due to understaffing or even rarer cases, oversight. While the organization is not functioning optimally, it does, however, strive to function at a high capacity. This is experienced at all levels of the organization (Ahuja & Narula 2012).

The results all being under 4 are an accurate reflection of CCA's purpose and goals which are centered reducing reliance on incarceration through advocacy, services, and public policy development in pursuit of civil and human rights (communityalternatives.org). Knowing this, I can see the correlation between the results of the questionnaire and the actual work being done in the organization. Thus, it is difficult for me to admit that I have gained any insight into the organization.

The results reinforced in me an appreciation of how effective and efficient organizations can be by focusing on factors related to Structure, Purpose, Leadership, Relationships, Rewards, Helpful Mechanism, and Attitudes Toward Change. Although these are elements which most if not all organizations seek to introduce, a less small percentage of them are successful in doing so. CCA is one of those organizations, and I am honored to be apart of this great organization.

References

Ahuja, J & Narula, V. (2012). A Study On Organization Diagnosis & Its Impact On Team Performance In Hotel Industry, Delhi NCR Region. *Journal of Human Resource Management and Development (JHRMD)*. Vol. 2, Issue 2, Sep 2012, 36-55.