Organizational Dynamics

Derrick Snow

Omega Graduate School

May 26, 2024

Professor

Dr. Strecker

Assignment #4 – Course Learning Journal

The journal is a written reflection of your learning journey while working in each course. The Learning Journal integrates the essential elements of the course within your professional field of interest. The objective of the course journal is to produce a degree of acculturation, integrating new ideas into your existing knowledge of each course. This is also an opportunity to communicate with your professor insights gained as a result of the course. The course learning journal should be 3-5 pages in length and should include the following sections:

1. Introduction –Summarize the intent of the course, how it fits into the graduate program as a whole, and the relevance of its position in the curricular sequence.

2. Personal Growth - Describe your personal growth–how the course stretched or challenged you– and your progress in mastery of course content and skills during the week and through subsequent readings – what new insights or skills you gained.

3. Reflective Entry - Add a reflective entry that describes the contextualization (or adaptation and relevant application) of new learning in your professional field. What questions or concerns have surfaced about your professional field as a result of your study?

4. Conclusion – Evaluate the effectiveness of the course in meeting your professional, religious, and educational goals.

**Introduction**

This course on Organizational Dynamics has shown the importance of people problems in organizations, the essential elements of management theory and practices, group and teamwork dynamics, and organizations relations to society. These principles affect us all as we are socialized into teams, groups, and organizations throughout our life, and are a major part of our work life.

**Personal Growth**

As a sociologist, I developed a greater understanding of the micro and macro aspects of organizational dynamics and of the importance of groups and organizations on people, it is the primary socialization factor of people. I am particularly interested in the organizational dynamics of the U.S. healthcare system, there are many organizations involved in the healthcare system, from providers to health insurance companies, government entities, health information technology companies, pharmaceutical companies and other health equipment companies, and managed care organizations. Each play a significant role in how the healthcare system operates. What is strange about the U.S. Healthcare system is that we spend more money in healthcare and our population is less healthy than other industrial counties. There is dysfunction in the healthcare system after there has been a major push to transform the healthcare system with the Affordable Care Act. One of the major issues from what I can see is that the many different organizations in healthcare have different interests that may not directly align with improving health and wellbeing at a reasonable cost of care.

**Reflective Entry**

In my study of sociology as a Christian, I have learned to be more open-minded about people and felt I see humanity closer as Christ sees His created humanity. With more of an understanding of their needs and brokenness, as we all are before the Holy God. As a sociologist I am interested in identifying social problems and help to find workable solutions that help people live better and more fulfilled lives for believers and non-believers alike. As a Christian sociologist, I pursue my work as I model the love of Christ for humanity; as we see in the scriptures, Christ deeply cares for people on the physical and spiritual levels. Christ has soul vision, to see people as a holistic person in all its dimensions. My sociology seeks to follow Christ’s soul vision and understand social problems in light of the holistic dimensions of social beings. This includes my sociological interests in healthcare and wellbeing, among other sociological and social problems, one is my interests is constructive criticism of the church, in particular in the U.S. Though we have been blessed by Christianity in America, the Christian church has a mixed track record of being a representation of Christ on earth. We, as the church, have engaged in much harm to humanity and each other. From what I can tell is that the church becomes isolated in limited group think from within the church and external, such as racism, Christian nationalism, homophobia, etc. The church lacks a larger social framework that sociology offers. The study of sociology has made me a better Christian, more Christ like, because I can see how connected social life is with God’s love and compassion for His created humanity. I hope to bring Christian sociological thinking into the church in hopes that it will help the church be more Christ like.

**Conclusion**

Organizational dynamics has a major impact on people and society, they are a major socialization agent of our social institutions. We learn what it is be in corporative social setting as part of something larger than ourselves, which in turn social constructs the social being that we as humans are. In the way the U.S. healthcare system is structured, it socializes us as consumers of the products of healthcare, however, the more we consume of this system does not lead us to a healthier well-being. We need examine the relationships between the many different organizations of our healthcare system and identify the dysfunctions at the structural level and implement constructive social change for health improvement of our population.