**LDR 813-42**

**Organizational Dynamics**

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**Assignment #1 – Core Essential Elements**

**1. Select One (1) Core Essential Element from the Syllabus Outline:**

**a. Create a 350-word original discussion paper (with cited sources) during the first**

**week of the term. Post this document in DIAL.**

**b. Professor will check for quality of content and word-count requirements. Grade**

**assigned will be Credit or No Credit (CR/NC).**

Businesses, by nature, are prone to experiencing problems, and most of the time, these issues are centered around a business or organization's most precious resource: its people. In working for an organization for several years, we have developed a stellar reputation, and of the 5,000 agencies charted by a governing national office, we are ranked in the top 10% of high-functioning organizations. Although we continue to improve, we are far from perfect. The bottom line, as I always remind the team of, is that there are no perfect people, and people are the backbone of our organization. We work hard to manage our most precious asset – people.

As my research suggests, “Human resources are a key determinant of a company's success in achieving its goals. Every company running a business cannot escape the attention of human resource management. People are crucial for a company's business and success in achieving its goals” (Pratama et al., 2022, p. 74). Human involvement is paramount to the success and or failure of businesses. Human resources are undoubtedly affected by leadership.

A sign of effective leadership is voluntary impactful followership. People rally around and follow the leader they trust and believe in. According to Clarke (2024), “When sociologists study people doing things together, we tend to examine on the one hand, how people organize themselves and, on the other hand, how some individuals attempt to organize others. The former domain is generally referred to as the sociology of collective action/behavior, social movements, and organizations. The latter is referred to as the sociology of management, but it is often also known as the sociology of organizations” (abstract). Sociology and management speak to the essence of impactful leadership.

The best leaders assemble the best individuals, create a work-friendly, mission-focused, and results-driven team environment, and provide them with the freedom and support to do their jobs effectively. This necessitates seeing humans as valuable assets rather than just financial burdens for the organization. Similarly, like any other helpful resource, highly skilled personnel can be effectively utilized to enhance a company’s overall value (Ochieng, 2023).

Human resources are the single most important resources in ensuring the success of a business. With the right team working together, an organization can reach its full potential. For several years, my organization lacked the right team, and for the most part, we were not aligned. Fortunately, today, we have a strong, mission-focused, and results-driven team that is making a notable contribution to the community. The right people working together can change the world!

**References**

Clarke, A. E. (2024). *Social worlds/arenas theory as organizational theory*. In *Social Organization and Social Process*. Routledge.

Ochieng, E. M. (2023). A study of the history functions roles and challenges of Human Resources Management. *Journal of Enterprise and Business Intelligence*, *3*(1), 054-064.

Pratama, E. N., Suwarni, E., & Handayani, M. A. (2022). Effect of Job Satisfaction and Organizational Commitment on Turnover Intention with Person-Organization Fit as a Moderator Variable. *APTISI Trans. Manag*, *6*(1), 74-82.