

General Organizational Problems and Solutions: A Case Study of XYZ, Inc.

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Abstract

This paper is based on one of the authors experiences at XYZ, Inc., a Washington, D.C.-area-headquartered, membership-based nonprofit organization, in which he worked for several years. During the tenure at XYZ, the author encountered many instances of various systemic organizational issues, on a nearly daily basis. This paper summarizes and explains some of the systemic issues in this organization, that in both authors experience, relate to and identify with many other organizations. The authors hope that by identifying these systemic issues, perhaps, other organizations may avoid similar mistakes. The analysis is mostly based on the systemic organizational theories put forth by Drs. Elliott Jaques and W. Edwards Deming, thus, additionally, furthering the theories of both thinkers.

Keywords

Organizational Systems, Elliott Jaques, W. Edwards Deming, Organizational Improvement

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