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Abstract

Roundtable: Organizational Change on the Basis of Competent Workforce

In today's competitive environment, education plays a key role in the enhancement of organizational success. Success is defined as the degree to which organizations prevail in attaining their objectives and realizing their missions. An effective workforce can help organizations in this direction. In order to equip the employees to assist the organization, a suitable and effective educational program must be designed and implemented. In this issue of the Tadbir Monthly, the participants discuss the various dimensions of workforce training and education.

Iran Development and Renovation Organization: Necessity of a More Pronounced Role

This article is the result of a research conducted by a number of managers on the role of Iran Development and Renovation Organization in the process of national economic development. The research's principal finding is that the country suffers from the absence of an overall industrial development policy and the mandates of a number of

industry-related ministries will have to be recasted altogether. The report also holds that Iran Development and Renovation Organization should expedite the process of privatization of industries in Iran.

Organizational Change; Strategy With A Systemic Perspective

Any organization is home to potential sources of talent that remain untapped. The author argues that these resources can be guided alongside the organization's objectives. However, this task will have to take effect with a view to the complexity of organizations, the environment, and technology. Strategic organizational change is a parameter that most organizations will have to contemplate.

Pure Production

Two revolutions marked the beginning and end of the 20th century. The first revolution was due to manual production and the second revolution saw mass production. Now, the world is on the verge of entering a whole new era. It was after WWI that Henry Ford and Alfred Sloan introduced mass production, that later transformed the auto industry in America into one of the cores of that country's economy. Pure production was invented towards the end of WWII at Toyota. The concept is tightly related to the automobile industry and presents numerous advantages compared to more traditional production methods.

A Cleaner Production Method in Sustained Industrial Development

The present article deals with one of the most important issues confronting the industrial world today. Environmental issues repeatedly raised in international quarters attest to the criticality assigned to the question of "sustained industrial development." The authors provide a detailed picture of the problem, while depicting the relationship between industrial development and environment. They note that the issue assumes more complex dimensions in the Third World, as most of the region's countries are in the early phase of industrial development.

Managerial Competence Model

Competence is a key issue considered since day-one of management studies. An understanding of management competencies and skills is a key variable. According to Paul Sandwith, organizations are confronted with "growing quality demands," "cost reduction," and innovation, all of which can be addressed by a skilled and competent workforce. Griffin, on the other hand, argues that to reach an acceptable level of competence managers must harness the following skills

- Human relations skill
- Technical skill
- Comprehension skill
- Diagnostic skill
- Communication skill
- Decision-making skill
- Time management skill.
