

Contemporary Issue

We are more and more having to compete in a global market. As organizations plan and execute plans there are many decision considerations, such as:

- * Some countries have favorable tax laws for their businesses and have tariffs on imports.
- * Labor costs are usually cheaper overseas and some U.S. firms “offshore” their work.
- * America has a diverse population and should maximize resources needs by utilizing that workforce; yet some identifiable groups are underutilized.
- * Many organizations consider diversifying their product lines in order to balance business cycles and to offset changes in supply and demand.
- * Effective management techniques are sometimes elusive and ongoing training and development efforts are made to develop human resources.
- * Some organizations peruse research findings while others feel such reports found in journals and professional magazines are not relevant because their organization is “different.”
- * Some organizations are unionized and feel this causes a competitive disadvantage while others see this as a positive because you can deal with a formal cohesive group.
- * Motivation of the workforce to excellence and taking more responsibility is always a goal but is often not achieved by companies.
- * Technology and systems can facilitate productivity but is costly and sometimes the workforce resists change.
- * Total quality management is a process that can lead to ever improving results while emphasizing employee empowerment, customer satisfaction, and proactive financial reports.
- * The charter of management remains to accomplish the mission of the organization while optimizing the return on investment.

American management faces numerous known and sometimes not yet known challenges. Proper direction can come from relevant and effective research.