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Organizational Judgmental Decision Jury of Executive Opinion Method Model

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Abstract--The organization's immediate external environment possesses a second set of challenging factors. In order to performance increase of industrial companies because of competition conditions in nowadays world with more various threats, perform of necessary actions are required. Meanwhile, in accordance with mentioned opinions, this research is found that if the total average values of each person were very high, create judgmental decision jury of executive opinion method will be suitable for him, and if such values be very low, the execution place will be proposed. In other wise, if the total average values of person be medium, he or she will put in balancer or supporting judgmental decisions jury of executive opinion method place. All of the organizations, before choosing of alternatives for improve of company performance, proposed for test and evaluation of the model of this research, and if they couldn't receive of suitable results from perform of it, in that case will be free for choosing and selecting another alternative. For these reasons, after determination of judgmental decision jury of executive opinion method places for manufacturing organizations, the find of alternatives for perform of it is very important.

Keywords-- Organizational performance, judgmental decision jury of executive opinion method, organization, judgmental decision jury of executive opinion method position

I. INTRODUCTION

The complexity and sophistication of decision making requires active and dynamic management. Managing various and multifaceted internal activities is only part of the modern executive's responsibilities. The prediction that judgmental decision jury of executive opinion method dispersion increases with job tenure, controlling for experience and education, is consistent with judgmental decision jury of executive opinion method models. But it is also consistent with the hypothesis that there are differences in the amount of training between workers in similar job positions within a organization or among organizations. Hence today's businesses consider the human resources as one of the invaluable fortunes of the organization. The term Organizational judgmental decision jury of executive opinion method have declared that risk taking capability of judgmental decision jury of executive opinion method is the major factor for making distinguish between judgmental decision jury of executive opinion method and workers.

Since then, risk taking was taken as one of Organizational judgmental decision jury of executive opinion method component into consideration.

Organizational performance is a topic to which the necessary importance should be attached in terms of its relation with discontinuation, personnel turnover and Organizational success. The qualified Organizational performance effect has a considerable amount of importance on attainment of the long-term-targets.

II. ORGANIZATIONAL PERFORMANCE

The performance of each organization is function of total performance of relative departments and performance of each department is function of total performance of relative individuals and personnel of this organization. For this reason, the performance improvement of organization depends on personnel performance and one of the most alternative in this thesis for increase of organizational performance is determine of suitable and relative judgmental decision jury of executive opinion method place for personnel in organization on base of individual characteristics that were defined and determined after collection of top management and specialists opinions through questionnaire and conversations are as creativity, group or individual oriented, self-confidence, crisis acceptance or crisis running, risk acceptance or risk running, to excite of self and coworkers, membership in-group, to give freedom to group, interpersonal skills and planning ability Lack of Organizational performance is a predictor of quitting a organization. Sometimes organizations may quit from public to the private sector and vice versa. Organizational performance is an important issue; its absence often leads to lethargy and reduced Organizational commitment. In the other times the movement is from one profession to another that is considered a greener pasture. Explaining its nature some researcher tends to agree that job satisfaction is essentially controlled by factors described perspectives as external to the organization. From this viewpoint performance on organization might be motivated by the nature of judgmental decision jury of executive opinion method, its pervasive social climate and extent to which judgmental decision jury of executive opinion method peculiar needs are met.



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In accordance with performance value increase at other companies that can perform of model high percent and receive results that after this range, the positive change about performance value will be possible. Judgmental decision jury of executive opinion method conditions are similar to local and international standard and extent to which they resemble work conditions of other professions in the locality. Other inclusions are the availability of power and status, judgmental decision jury of executive opinion method, promotion opportunities, and task clarity organizational performance. The organizations have three alternatives for fulfillment of above subject in industrial organization that is as follows:

Alternative 1: Organizational basic changes: Applying of fundamental and basic changes at industrial organizations for example in field of human, machines, equipments and other available facilities in order to prepare of them for performance improvement. Certainly, the fulfillment of this alternative has required to more expenses and sometimes it is impossible.

Alternative 2: Organizational continuous: To continuous of available conditions with related performance, that if each organization has very satisfaction from their performance, it has not doing anything/s. But, the number of such organization is very few. Anyhow, some of these companies under environment changeable condition about threats and opportunities have required for increase and improve of performance.

Alternative 3: Organizational jury of executive opinion method changes: Finding and choosing of comfortable of method that through perform of it, to be able and capable for increase and rise of Organizational performance.

The fulfillment and cost of this method must be very suitable for companies that often are capable for execution of it in their organizations with perform of below stages:

Stage 1: Define of strategic judgmental decision jury of executive opinion method for organization and giving affects it to company very easily with replacement of departments of organization at related judgmental decision jury of executive opinion method.

stage 2: To place of personnel at above mentioned judgmental decision jury of executive opinion method under the pretense of judgmental decision jury of executive opinion method place in compliance with related personnel characteristics that will be suggested then review and evaluation of quantity Organizational performance in accordance with determined standards for evaluation for results comparison.

Corporate studies undertaken by Brockhaus (1980) and Shapira (1995) explain organizational empowerment taking as an indispensable part of Organizational judgmental decision jury of executive opinion method which drives organizations toward success. In order to performance improvement, it is better that before start or during of Organizational activities, personnel with high value individuals characteristics put at create judgmental decision jury of executive opinion method place, and personnel with low values put in execution judgmental decision jury of executive opinion method place and rest put in balancer keeper or supporting judgmental decision jury of executive opinion method places. The Organization's principles and the philosophy of organization activities offer the very best goods and services to satisfy customers or service receiver's needs and build technical expertise, realize change and strive for consistent growth. It contributes to creating a better society and environment, with a organization awareness of social responsibility. In addition, it maintain high corporate and cooperation ethics and strive to become a organization worthy of society's trust for nurture a lively corporate culture that enables employee, self-improvement. Moreover, the environment surrounding the demand for business or communication with customer/service receiver related to long distance communication the strategic area of the organization is likely to continue to be severe. Amidst these conditions (Toffler,1990,85-120), the organization has further accelerated the jury of executive opinion method reform of its businesses or communications, placing emphasis on both offense and defense across the organization under the initiatives of the jury of executive opinion method reform committee establish will be very necessary for organization(Duncan,1999,12). The choice of judgmental decision jury of executive opinion method must be determined by the firm's strategy (Morgan, 1994, 25). The judgmental decision jury of executive opinion method must segment key activities and or strategy operating units to improve efficiency through specialization, response to judgmental decision environment and freedom to act at the same time, the judgmental decision jury of executive opinion method must effectively integrated and coordinate these activates and units to accommodate interdependence of activities and overall control (Kats and Kahn, 1966, 11-15). When no control is made of this difference, organization cannot be sure of the true explanation behind the empirical evidence. Predictions of judgmental decision jury of executive opinion method dispersion within job positions refer to the period before entering the current job and therefore are not affected by differences in training between workers of similar positions in the hierarchy.



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Early research focused on defining the concept and current research Organizational performance to examine Organizational judgmental decision jury of executive opinion method through two popular approaches, commitment-related attitudes and commitment-related behaviors. Researchers have found that Organizational performance was positively correlated with affective and judgmental decision jury of executive opinion method.

One limitation of Organizational data cannot monitor the careers of managers within their organizations' hierarchy because managers cannot be individually identified. Neither does organization know whether a manager is externally hired or internally promoted. For this reason Organizational analysis cannot deal with the hypothesis postulated (Greenwald, 1986, 65; Novos, 1992, 81) about differences in information about the innate abilities of managers that are internally promoted versus managers that are externally recruited, and the implications for turnover and promotion rates. Therefore active and dynamic management reflects an organization's awareness of how to complete, against whom, when, where, and for what. Based on the evidence reported in the literature it can be concluded that there is no perfect Organizational judgmental decision jury of executive opinion method model that fits all large organizations.

For improvement of organization performance, it is better that judgmental decision jury of executive opinion method place of organization was been specified for personnel in compliance with mentioned individuals characteristics as follows:

- Create judgmental decision jury of executive opinion method place is suitable for personnel with high average values of individuals characteristics.
- Keeper and Balancer or supporting judgmental decision jury of executive opinion method place is suitable for personnel that they have medium average values of individual's characteristics.
- Execution judgmental decision jury of executive opinion method place is appropriate for personnel's that their average values about individuals' characteristics are low.
- The completely perform of model because of existence of various limits in organization were been impossible, and probability, perform of it less than about %70 have not been improvement for performance quantity.

III. ORGANIZATIONAL JURY OF EXECUTIVE OPINION METHOD

Organizational empowerment encompasses financial Organizational empowerment (including commitment to a massive amount of capital or loan) and personal Organizational empowerment (Memili et al, 2010: 202).

Organizational empowerment taking is the arrangements of firm for supporting innovative projects, even when these actions are taken in an uncertain environment. Generally speaking, Organizational empowerment taking capability refers to those activities that increase the capability of an organization in identifying or exploiting market opportunities in order to surpass their competitors (Ergün et al, 2004: 260). Shalley and Gilson (2004) believe that Organizational empowerment taking capability develops creativity in organizations (Das S.R & Joshi M.P, 2007). Organizational change is the process by which companies alter their strategy and judgmental decision jury of executive opinion method to improve performance (Wayne, 2002, 2-8). While Organizational judgmental decision jury of executive opinion method provides the overall framework for strategy implementation, it is not in itself sufficient to ensure successful execution. Within the Organizational judgmental decision jury of executive opinion method, individuals, groups, and units are the mechanisms of Organizational action, and the effectiveness (Toffler, 1990, 12) of their actions is a major determinant of successful implementation. Therefore after formulating a company's strategy, management must make designing judgmental decision jury of executive opinion method its next priority, for strategy can only be implemented through organizational judgmental decision jury of executive opinion method (Shertzer, 2002, 25). Recently, Organizational commitment has been studied in the public, private, and non-profit sectors. Activates of Organizational personnel are meaningless unless some type of judgmental decision jury of executive opinion method is used to assign people to tasks and connect the activities of different people or functions are management chooses how to distribute decision - making authority in the organization and chooses how to divide labor in the organization and group Organizational tasks.

Organizational judgmental decision jury of executive opinion method is the way of demonstrating responsibility and power are allocated; then the work procedures are carried out among Organizational members. On the contrary, a formalized and centralized judgmental decision jury of executive opinion method should develop a high level of Organizational politics among employees. That was due to perception of politics which are important in order to influence the decision-makers i.e. the managerial level staff.

Organizational formalization and culture may bring about extra-role behavior in terms of ingratiation or Organizational citizenship behavior among employees. Also Organizational behavior is depending on motive, perception of others, or both. Ingratiation is a negative behavior, such that employees exhibit Organizational citizenship behavior with some ulterior motives.

This is also known as political tactics to influence their superior, with the intention of fulfilling their own personal motives. Organizational citizenship behavior on the other hand, is a genuine extra-role or discretionary behavior that employees engaged in.

If managers sense that their subordinates are engaging in ingratiation, instead of Organizational citizenship behavior, they will then develop a negative perception towards the employees.

There is no perfect Organizational judgmental decision jury of executive opinion method that fits all large organizations. Organizations cannot be fully centralized or decentralized, but it must be in the form of a hybrid i.e. combination of centralized and decentralized.

One of the important issues that were raised among the Organizational performance factors was judgmental decision jury of executive opinion method , organization, judgmental decision jury of executive opinion method position, creates judgmental decision jury of executive opinion method , balancer, execution, supporter, personnel characteristics and evaluation and one of the theories proposed in this area discussed.

The effect of different levels of each factor on judgmental decisions jury of executive opinion method and Organizational performances in province rural employees were determined. According to judgmental decision jury of executive opinion method model, the dependent variables are Organizational performance, judgmental decision jury of executive opinion method , organization, judgmental decision jury of executive opinion method position, creates judgmental decision jury of executive opinion method , balancer, execution, supporter, personnel characteristics and evaluation.

As Lumpkin and Des (2001) put, judgmental decision jury of executive opinion method is the leadership in the environment by holding market opportunities initiatively. Miles, Paul & Wilhite (2003) consider judgmental decision jury of executive opinion method as adopting judgmental decision privileges in the available markets. Judgmental decision jury of executive opinion method shows that the firm is looking for market opportunities by means of innovations, products, services, technology, and techniques management in industry with the purpose of affecting the environment (Ergün et al, 2004:260).

This study is intended that the jury of executive opinion method between dimensions of Organizational performance and the dimensions of Organizational judgmental decision jury of executive opinion method. The best Organizational judgmental decision jury of executive opinion method is a topic to which the necessary importance should be attached in terms of its relation with discontinuation, personnel turnover and job success. For this reason, judgmental decision jury of executive opinion method in any large organization needs to be revised from time to time depending on changes may occur in the external and internal environment. Therefore, it is a challenge for managers to identify which judgmental decision jury of executive opinion method provides the most benefits to employees as well as the organization. Working conditions that are similar to local and international standard and extent to which they resemble work conditions of other professions in the locality. Other inclusions are the availability of power and status, pay satisfaction, promotion opportunities, and task clarity as Figure 1.



Figure 1: Organizational judgmental decision jury of executive opinion method

The studies undertaken have revealed that active corporations, with a high performance, respond to market signals appropriately and tend to seize the new opportunities (Hughes and Morgan, 2007: 653). From Covin and Slevin's (1990) point of view, an active and proactive organization is a leader than a follower, and shows more willingness to market changes and trends through specific learning and experience.

These parameters are known as independent variables in Organizational jury of executive opinion method and job characteristics. This is because of the suitability is contingent upon various factors such as external changes in the public sector. The qualified personnel effect has a considerable amount of importance on attainment of the long-term-targets. Hence today's businesses consider Organizational judgmental decision jury of executive opinion method as one of the invaluable fortunes of the organization. Organizational performance is an important issue; its absence often leads to lethargy and reduced Organizational commitment. Sometimes workers may quit from public to the private sector and vice versa. In the other times the movement is from one profession to another that is considered a greener pasture. This later is common in countries grappling with dwindling economy and its concomitant such as poor conditions of service and late payment of salaries. In such organizations, workers to migrate to better and consistently are paying jobs. Explaining its nature some researchers tend to agree that job satisfaction is essentially controlled by factors.

From this viewpoint Organizational performance might be motivated by the nature of the job, its pervasive social climate and extent to which workers peculiar needs are met. Active organizations possess a better position in respect of using market share by active prediction of and preparation for market changes (Walter et al, 2006: 549). Organizational judgmental decision can significantly predict judgmental decision jury of executive opinion method and Organizational personnel characteristics among blue collar workers, reported that promotion, satisfaction, job characteristics, extrinsic and intrinsic exchange, as well as extrinsic and intrinsic rewards, were related to the commitment.

IV. ORGANIZATIONAL JUDGMENTAL DECISION JURY OF EXECUTIVE OPINION METHOD

Increasing the organization's perception of the market signals and having knowledge about customer needs as either overt or covert are two main privileges that judgmental decision jury of executive opinion method puts emphasis. Recently, Organizational commitment has been studied in the public, private, and non-profit sectors. Early research focused on defining the concept and current research continues to examine inters organizational commitment through two popular approaches, commitment-related attitudes and commitment-related behaviors. Figure 2 shows Organizational aspects.

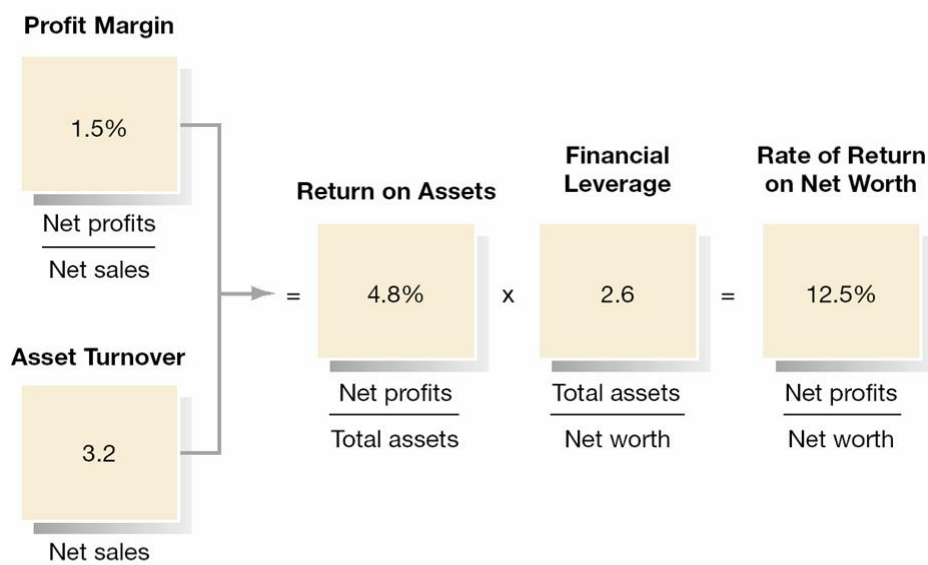


Figure 2: Organizational judgmental decision jury of executive opinion method aspects

Strategic managers must design the organization correctly if it is to be effective for a particular strategy (Fiedler, 1984, 16-19). Because many problems arise when companies become too tall and the chain of command becomes too long.

Strategic managers tend to lose control over the hierarchy, which means that they lose control over their strategies (Salvendy, 1992, 3-5).



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On the other hand, implementing a strategy successfully depends on selecting the right judgmental decision jury of executive opinion method and control system to match a company's strategy (Fiedler, 1987, 9). The basic tools of strategy implementation Organizational design (Perrow, 2000, 64-78). Organizational judgmental decision jury of executive opinion method can analysis of factors that can significantly predict job satisfaction and Organizational commitment among blue collar workers, reported that promotion, satisfaction, job characteristics, extrinsic and intrinsic exchange, as well as extrinsic and intrinsic rewards, were related to the commitment. A variety of antecedents and outcomes have been identified in the past thirty years. Researchers have found that age was positively correlated with affective Organizational performance and normative Organizational judgmental decision jury of executive opinion method ; but not to continuance commitment. One of the important issues that were raised among Organizational factors was job design. This study is intended that the jury of executive opinion method between Organizational performance and the dimensions of Organizational judgmental decision jury of executive opinion method of different levels of each factor on job satisfaction and Organizational commitment in province rural employees were determined. The dependent variables in this study are Organizational performance and Organizational judgmental decision jury of executive opinion method . These parameters are known as independent variables in Organizational judgmental decision jury of executive opinion method and job characteristics.

Designing the right mix of judgmental decision jury of executive opinion method and control at the business level is a continuation of designing a company's functional departments through integration and differentiation (Harrington, 1982, 405). Together the two processes determine how on Organizational judgmental decision jury of executive opinion method will operate and how successfully managers will be able to implement their chosen strategies (Simon, 1957, 19). Having the implemented right judgmental decision jury of executive opinion method and control system for each individual function, the company must then implement the Organizational arrangements so that all the functions can be managed together to achieve business-level strategy objectives (Handy, 1981, 58).

Companies must match their judgmental decision jury of executive opinion method s and control systems to their business level strategies if they are to survive and prosper in judgmental decision environments (Howard, 1990, 68). Strategy, Judgmental decision jury of executive opinion method and Performance are strongly linked at the business level, companies that do not alter their judgmental decision jury of executive opinion method s do not perform as well as those that do (Holland, 1973, 11).

Because, at the corporate level, the company must choose the judgmental decision jury of executive opinion method and control system that will allow it to operate a collection of business, in short, the profitability of mergers and acquisitions depends on the judgmental decision jury of executive opinion method and control systems that companies adopt to manage them and the way a company integrates them into its existing businesses (Boudreau, 1993, 48-95).

In order to determine of role and functions of various departments at industrial organizations (Clard, 2002, 5), the whole judgmental decision jury of executive opinion method of such organizations divides as follows:

- 1) Organizational judgmental decision management.
Including top management, members of board and managing director that role of it is coordination between another roles that the specification of them will explain at below items (Quinn, 1983, 65-68).
- 2) Organizational judgmental decision create judgmental decision jury of executive opinion method (A). Role and function of it is determining of quality, quantity, cost and time of products or services for market in accordance with environment conditions including threats and opportunities (Freeman, 1994, 25-26). This judgmental decision jury of executive opinion method must do determined above items in such a manner that they can take advantage of opportunities and compare or collate with threats of Environment (Cameron, 1996, 51-65). In compliance with famous departments at nowadays-industrial organization, affairs and departments such as engineering research, application engineering, marketing, financial, jury of executive opinion method , research and development will put in this judgmental decision jury of executive opinion method place (Carnall, 1998, 45-55).
- 3) Organizational judgmental decision execution judgmental decision jury of executive opinion method (B). For turn of above mentioned items form potential to actually (Slinchter, 1980, 12-15), the main role of this judgmental decision jury of executive opinion method is change and turn of execution inputs to outputs. Inputs items are including related materials, machines, equipments, men, money, method and etc. The outputs are the same Products or Services that must be like and equal with quality, quantity, cost, time that were determined by create judgmental decision jury of executive opinion method. In according with famous departments in nowadays originations (Schumacher, 1994, 50-65), related affaires such as production, production planning will put in this judgmental decision jury of executive opinion method place.



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- 4) Organizational judgmental decision keeper and balancer judgmental decision jury of executive opinion method (C). In order to organize and restore equilibrium (Dichter, 1997, 65-69) of between results of execution and create judgmental decision jury of executive opinion method, a few departments must be responsible for this action (Fiedler, 1974, 19-29). The main role of this type of judgmental decision jury of executive opinion method is the comparison between products or services that they will produce or will presented through execution judgmental decision jury of executive opinion method to market with specifications that were determined through create judgmental decision jury of executive opinion method. In other words (Sharplin, 2001, 101-150), all of outputs from execution judgmental decision jury of executive opinion method must be equal with specifications and characteristics that determined by create judgmental decision jury of executive opinion method. In the case of un equilibrium for any items for example about quality, quantity, cost or time of products or services, the role of this judgmental decision jury of executive opinion method (Dimock, 2002, 46-69) is finding of problems and causes of unbalancing for present of it to related judgmental decision jury of executive opinion method or else to top management (Fiedler and Garcia, 1987, 12-25).
- 5) Organizational judgmental decision supporting judgmental decision jury of executive opinion method (D). The necessary actions about supporting (Binder, 1992, 44-46) of above mentioned judgmental decision jury of executive opinion methods responsible of this judgmental decision jury of executive opinion method. For example, administration, training, personnel, general services and other like affairs must be done by this judgmental decision jury of executive opinion method. Such as personnel, administration, training, maintenance and prevention, services, security departments will put in supporting judgmental decision jury of executive opinion method place. Corporate studies undertaken by Brockhaus (1980) and Shapira (1995) explain risk taking as an indispensable part of Organizational judgmental decision jury of executive opinion method which drives organizations toward success.

In particular, managers should attempt to do their part in a creative manor and create a collection of work list with the extended tasks. Judgmental decision jury of executive opinion method lead to a in a variety of skills and prevent any simple and repetitive work.

Also, through development and extension can increase employment judgmental decision jury of executive opinion method variety. In this regard, one has to increase area of judgmental decision jury of executive opinion method, the number of judgmental decision jury of executive opinion method; variety of judgmental decision jury of executive opinion method and the frequency of judgmental decision jury of executive opinion method. Because of judgmental decision jury of executive opinion method development cause by variety of skills and provides talents flourish among staff. March and Shapira (1987) claims that judgmental decision jury of executive opinion method can be manage and controlled through risk engineering and risk management. Approving March and Shapira's remarks, Des and Lumpkin (2005) expresses that the managers can examine and evaluate judgmental decision jury of executive opinion method factors, put another way, they should reduce uncertainty and employ helpful techniques for risk management. Therefore, managers can improve judgmental decision jury of executive opinion method instead of admitting a significant level of it (Memili E et al, 2010:202). Kalanton et al (2003) conclude that in an unpredictable situation, there is a positive jury of executive opinion method between corporate judgmental decision jury of executive opinion method taking and developing new products (Das & Joshi, 2007). Judgmental decision jury of executive opinion method encompasses including commitment to a massive amount of capital and personal risk (Memili et al, 2010: 202). Zahra (1993) indicates that risk taking is the arrangements of firm for supporting innovative projects, even when these actions are taken in an uncertain environment. Generally speaking, risk taking capability refers to those activities that increase the capability of an organization in identifying or exploiting market opportunities in order to surpass their competitors (Ergün et al, 2004: 260). Finally, Figure 3 shows strategic judgmental decision jury of executive opinion method for industrial organizations.

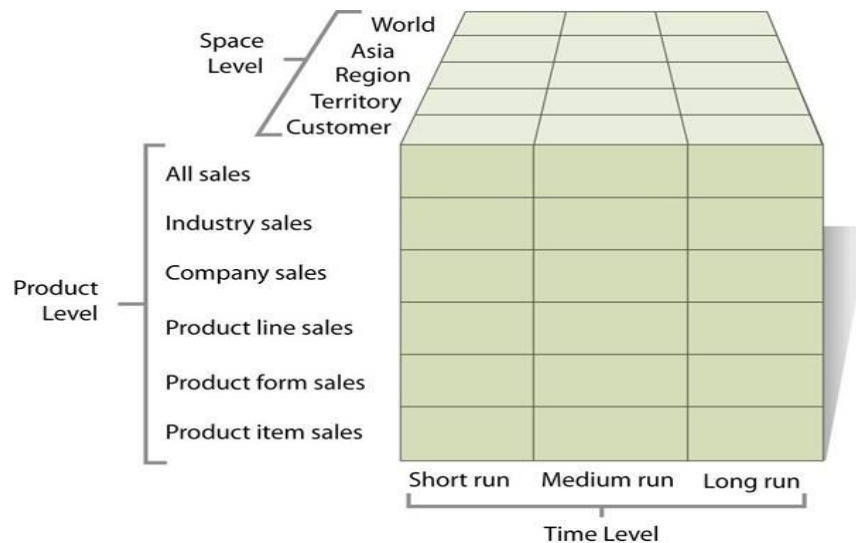


Figure 3. Organizational judgmental decision jury of executive opinion method

Judgmental decision jury of executive opinion method implicates outrivaling through predicting and taking advantage of new opportunities and markets. It is associated with the modern view that firms are actively after predicting opportunities for development and introduction of new products in order to get judgmental decision jury of executive opinion method advantages and establish environment leadership. Shalley and Gilson (2004) believe that risk taking capability develops creativity in organizations (Das S.R & Joshi M.P, 2007). A risk taking corporate is likely willing to have promotion and behave in a way that results in reinforcement and ultimately in development of novel products and services by the use of the innovative techniques (Das & Joshi, 2007: 649). Organizational performance should be with a variety of skills and judgmental decision jury of executive opinion method should be attractive for employees. In order to make suitable decisions related to their work activities; employees should adapt to judgmental decision jury of executive opinion method. Organizational managers can establish a flexible judgmental decision jury of executive opinion method schedule and create trust space in judgmental decision jury of executive opinion method and respect to employees' opinion and enhance degree of independence and freedom of action in their job activities. In order to performance improvement, it is better that before start or during of Organizational activities, personnel with high value individuals characteristics put at create judgmental decision jury of executive opinion method place, and personnel with low values put in Execution Judgmental decision jury of executive opinion method Place and rest put in balancer keeper or Supporting Judgmental decision jury of executive opinion method Places.

The organization's immediate external environment poses a second set of challenging factors. To deal effectively with all that affects the ability of an organization to grow profitably, executives design. Active and dynamic management (Morgan, 1994, 15-17) processes they feel will judgmental decision the optimal positioning of the organization in its judgmental decision environment.

Such positioning is possible, because these active and dynamic processes allow more accurate anticipation of environmental changes and improved preparedness for reacting to unexpected internal or judgmental decision demands (Fiedler, 1996, 54-59). The complexity and sophistication of decision making requires active and dynamic management. Managing various and multifaceted internal activities is only part of the Modern Executive's responsibilities. Active and dynamic management is defined as the set of decisions and actions resulting in formulation and implementation of strategies designed to achieve the objectives of an Organization. Moreover, it involves the super ordinate goal/s, strategy, judgmental decision jury of executive opinion method , system, style, skill and staff.

Organizations cannot be fully centralized or decentralized, but it must be in the form of a hybrid i.e. combination of centralized and decentralized. For this reason, Organizational judgmental decision jury of executive opinion method model in any large organization needs to be revised from time to time depending on changes may occur in the external and internal environment. Therefore, Organizational judgmental decision jury of executive opinion method model is a challenge for managers to identify which jury of executive opinion method provides the most benefits to employees as well as the organization.



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Delegate authority and increasing responsibilities of judgmental decision jury of executive opinion method caused to rise of Organizational performance. This action would assist employee to come up new ideas. Also Administrators should give more freedom to lower categories of employees. Organizational performance should have been dependent in judgmental decision jury of executive opinion method. In particular, managers can expand judgmental decision jury of executive opinion method through vertical responsibility and control previously responsibilities for management assigned to the staff. To illustrate the facts, Organizational formalization and culture may bring about extra-role behavior in terms of ingratiation or Organizational citizenship behavior among employees.

V. CONCLUSION

The increase of performance quantity depends on determine of judgmental decision jury of executive opinion method place for personnel of organization in accordance with individuals characteristics that were suggested. A formalized and centralized jury of executive opinion method should develop a high level of Organizational politics among employees. That was due to perception of politics which are important in order to influence the decision-makers i.e. the managerial level staff. While innovative acts pronounce executive phase, judgmental decision jury of executive opinion method dimension emphasizes the grasp of market opportunities for invoking innovation. Assuming that, there is insufficient knowledge for entering the market, he indicates that there are always opportunities to earn unknown profit; therefore, the entrepreneur's task is to seize these commercial opportunities before others.

By active and dynamic managing, managers mean their large-scale, future-oriented plans for interacting with the judgmental decision environment to optimize achievement of organization objectives (Bertalanffy, 1963, 22-32). Thus, active and dynamic managing represents an organization's game plan. Although it does not precisely detail all future deployments, it does provide a framework for managerial decisions.

Due to changes of present contemporary and entering to the knowledge-based economy, attention to human resources is considered as the most critical strategic element and most basic way to increase effectiveness and efficiency of the organization. Organizational jury of executive opinion method is the way of demonstrating responsibility and power are allocated; then the work procedures are carried out among Organizational members. Also Organizational behavior is depending on motive, perception of others, or both. Ingratiation is a negative behavior, such that employees exhibit with some ulterior motives.

This is also known as political tactics to influence their superior, with the intention of fulfilling their own personal motives. Judgmental decision jury of executive opinion method, on the other hand, is a genuine extra-role or discretionary behavior that employees engaged in. If managers sense that their subordinates are engaging in ingratiation, instead of judgmental decision jury of executive opinion method, they will then develop a negative perception towards the employees. All of the organizations, before choosing of alternatives for improve of company performance, it is proposed for test and evaluation of the model of this research, and if they couldn't receive of suitable results from perform of it, in that case will be free for choosing and selecting another alternative.

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