Long-Term and Short-Term Impacts of Implementing the Solutions

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**Introduction**

The organization has made a decision to replace the lady in the position of historian and documents curator and the employee in the financial position. It is important to understand that these changes come with certain effects. Some effects are going to be negative, and others are going to be positive. There are those impacts that will be felt immediately, which I refer to as the short-term impacts, and there are those that will be felt later in the course of running the organization. These I refer to as long-term impacts.

**Short-term impacts**

**Delay in work-flow/Reduced Performance**

It is necessary to understand that the volunteer to replace the individual in these positions has not worked in the existing system in those positions. To enable her to work efficiently and deliver for this association, she needs to undergo necessary training to help her fit in those positions. This will be an increased the turnaround time for requests and delay work-flow as she is being trained. The new volunteer will not directly fit into the positions immediately. They will need time to adjust and get used to the new jobs. During this time, the organization must not expect much from her, and therefore the whole performance of the organization will be slowed down. Also, the performance may decrease as a result to negative reactions she may get from the other employees who were probably used to the former persons in those positions.

**Possible financial problems**

Implementing the change in the finance office at the beginning may result in particular financial problems such as those with budgeting and spending. According to Campbell et al., (2012), the new individual in the office needs time to adapt to the new environment. During this time, problems such as under or over budgeting is possibility. The individual who was in the office was used to how to plan the organization expenses and common mistakes in the spending may have been eliminated. With the new individual in that office, possible mismanagement of funds are expected, and this may cause some minor financial loss to the organization. Training and communication between the new volunteer and the board of directors will be crucial in order to minimize the impacts.

**Long periods in retrieving the records**

The lady who was working as the historian and documents curator must have arranged the record in a way it was easy for her to fetch in case any was required. With a new individual in the office, the fact that she is not acquainted with the arrangement of the files whether physical or computer-based files, she will have to search for them for some time and this will take a lot of time. It is also unknown if the previous employee will hand over all of her records and her system. There may also need to be improvements to the current system or it may need to be built from scratch. This reduces the efficiency of that office.

**Long-term impacts**

**Improved performance**

The main problem that the organization is facing, which resulted in the decline in its performance was the communication and uncooperativeness of the historian and documents curator volunteer. Once she has been replaced and the new individual gets used to the office, performance will increase as the issues with deadlines will be no more. Also, communication with the finance officer will help eliminate the financial situation that existed. Issues such as the misappropriation of funds that were witnessed during the era of the old individual will possibly be eliminated.

**Reduced pressure on the management**

When an employee is not performing, the pressure from the financing stakeholders is on the organization president (manager). Replacing the individual who was causing the pressure implies taking the organization back on track. Improved efficiency and effectiveness makes the stakeholders such as the shareholders view the management as a functional one. This positive perspective of a manager reduces the pressure applied to her. Whenever the organization is settled, and the employee management is smooth, the manager will feel relieved. When a manager is relieved of pressure, she will be able to focus on other areas. According to Bisk (2017), “Skilled, talented and experienced employees are the key to lasting success of any organization, and keeping those workers should be a high priority. By freeing up time for focus on other areas of the organization, there could be a decrease in employee turnover elsewhere.

References

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