



Organizational Processes

Perception that policies and procedures are informed, fair, and leaders seek to achieve goals that are in the military members' or employees' best interest. Reflect holistic organizational dynamics conducive to mission accomplishment.



The following items are used to assess Organizational Processes on the DEOCS using a 7-point response scale from strongly disagree to strongly agree.

1. Programs are in place to address military members' and employees' concerns.
2. Discipline is administered fairly.
3. Decisions are made after reviewing relevant information.

	Favorable	Unfavorable
Indicators	<ul style="list-style-type: none"> • Procedural justice is high • All team members are aware of programs and policies in place • Team members feel that the policies are fair and that they can reach out for clarification if need be • Mission, vision, goals, and priorities are clearly defined and understood 	<ul style="list-style-type: none"> • Lack of information being shared across the unit/department • Perception that standards are not applied fairly or equally • Unclear organizational goals and priorities • Chain of Command poorly informed on issues
Outcomes	<ul style="list-style-type: none"> • Unified parts acting in harmony for the benefit of the organization • Maintain unit integrity • Members work together to successfully accomplish unit goals 	<ul style="list-style-type: none"> • Low perceptions of justice, which can result in an increase in absenteeism and turnover • Lack of clarity on policies and procedures, which can lower commitment • Confusion, mistakes, and misunderstandings • Failure to accomplish unit goals or missions are accomplished but with high personal or unit costs

For more Information go to <https://www.deomi.org/DRN/AssessToSolutions/index.html>. You will find:

- Focus Group/Interview Questions
- Online Lessons
- Strategies to address issues with this factor
- Videos that can help understand this factor
- Web Resources and Recommended Readings
- References that are directly associated with this factor