THE INFLUENCE OF ORGANIZATIONS ON THE EFFECTIVENESS OF EDUCATIONAL PROGRAMS

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Abstract

Organizational adequacy may be a essential degree of success in satisfying parts and capacities to attain foreordained objectives. An organization is considered viable when it proficiently realizes the foreordained destinations. The term "successful" is frequently combined with "productive" to portray by and large execution. Organizational adequacy is reflected in its capacity to accomplish results that adjust with built up objectives. By comparison, viability can be outlined as genuine comes about isolated by anticipated results. For occasion, within the realm of instruction, a school is considered successful when understudy accomplishments adjust with the built up benchmarks. The method of accomplishing adequacy includes utilizing hypothetically and essentially recognized models and approaches. Organizations must create appropriate techniques, designate assets shrewdly, and oversee day-to-day operations proficiently. Through a careful understanding and proficient usage of viability standards, organizations can guarantee that their activities harmonize with the fulfillment of craved goals.

Keyword : Viability, organization, victory, instructive objectives

INTRODUCTION

An effective organizational structure is a solid foundation for educational institutions to ensure that management functions, such as planning, organizing, directing, and supervising, run smoothly. In the educational environment, organizational structure has an impact on the distribution of responsibilities, decision-making processes, and communication between stakeholders such as teachers, administrative staff, management, and students. A well-organized organizational structure can also improve coordination between departments, reduce overlap of tasks, and optimize available resources. Thus, the greatest influence on the effectiveness of an educational program in a school, university, or training institution is how the organizational structure is organized. An effective structure ensures that educational programs run efficiently, with clearly defined objectives and optimal results. Conversely, an ineffective organizational structure can hinder the development of educational programs, disrupt the flow of communication, and slow down the decision-making process, which can ultimately negatively impact the quality of education received by students.

In 2024, global challenges in education management will become increasingly complex, especially amid rapid technological developments and dynamic changing educational needs. Educational institutions around the world are faced with the challenge of adapting to the era of digitalization. Traditional organizational structures are often insufficient to meet emerging demands. Digital transformation forces educational institutions to integrate technology in every aspect of program management and implementation, including distance learning, student data management, and real-time program evaluation. On the other hand, globalization has increased the need to provide globally competitive and relevant education. Educational institutions must create graduates who are competitive in the global labor market, so educational programs need to be updated and adapted to international standards. With the increasing demand for inclusive, skills-focused, and technology-based education, organizational structures must be able to support cross-disciplinary collaboration and foster innovation

at all levels. Another challenge in 2024 is to address education inequality. Educational institutions in various countries, especially in developing countries, often experience obstacles in the field of resources and access to technology.

In this context, an effective organizational structure must be able to optimize the benefits of available resources, strengthen the role of teachers, and engage the community to support educational programs. The right structure will facilitate educational institutions to forge strategic partnerships with the private sector, government, and non-governmental organizations to overcome existing constraints. Thus, the problem of organizational structure in education is not only relevant locally but also has an impact on global education management. This challenge requires a more innovative and adaptive restructuring of educational organizational structures to ensure the smooth running of education programs to meet the demands of the global community in the future.

Therefore, a deep understanding of the contribution of organizational effectiveness to the achievement of educational goals is very important. In this context, there is a critical question that needs to be answered: How can organizational effectiveness in the context of education affect the achievement of educational goals? What are the factors that affect the effectiveness of an organization in improving the success of educational goals? What is the interaction between organizational effectiveness and the ever-changing educational environment? This research aims to analyze the role of organizational effectiveness in increasing the success of educational goals. By understanding the factors that affect the effectiveness of an organization in the educational environment, this study aims to provide a better understanding of how educational organizations achieve the desired educational goals.

This research will examine the concept of organizational effectiveness in the context of education and its relationship with the achievement of educational goals. The scope of the research will involve a literature review, case studies, and analysis of factors that affect organizational effectiveness in educational institutions. It is hoped that the results of this research can provide new insights for education practitioners and decision-makers regarding the importance of developing organizational effectiveness in order to achieve successful educational goals. This research can also make an important contribution to the educational literature and organizational management. This research will be based on theories of organizational effectiveness, educational management, and related concepts to explain the relationship between organizational effectiveness and the achievement of educational goals. This article will consist of several sections that systematically discuss the background, identification of the problem, research objectives, scope, benefits, theoretical framework, and overall structure of the article to provide clear guidance regarding the content and information to be presented.

METHOD

This study uses qualitative research methods because this journal contains data derived from the researcher's analysis and uses collection techniques on the theoretical basis (Hamdan et al., 2021). With a library research approach to collect information related to the topic "The Influence of Organizations on the Effectiveness of Educational Programs". This method involves searching, selecting, and analyzing existing literature and sources of information in the form of books, scientific journals, articles, and research reports related to the concept of organizational effectiveness and educational goals. The research uses an approach in the form of library research.

According to Mustika Zed (2003), literature study has the meaning of a series of activities or data collection obtained from several previous research sources by reading and recording and processing data materials. The first step is to search literature in various academic databases, digital libraries, and trusted online sources. Relevant keywords, such as "organizational effectiveness,"

"educational goals," and "educational success," are used to direct searches so that appropriate information can be found.

After that, relevant and quality literature is selected based on the criteria that have been set. The selected literature must be of good academic quality and relevant to the research focus. Each selected literature was then carefully analyzed to identify key concepts, the relationship between organizational effectiveness and educational goals, and the factors influencing these linkages. During the analysis process, the researcher tries to combine the concepts found in a cohesive theoretical framework. Information from the literature analysis is used to develop the analysis and discussion section in the article. Proper references and in accordance with the writing guidelines are used to record the sources used. Library research methods were chosen to gather information from various existing sources. By combining insights from various studies and insights, this method allows researchers to provide a comprehensive picture of the role of organizational effectiveness in achieving educational goals.

RESULT

In assessing a person's effectiveness, each individual can have a different interpretation based on their own personal viewpoint and interests. Effectiveness refers to the achievement of goals set in time by using resources that have been allocated to a particular activity. Effectiveness is the level of realization of planned activities and the results achieved (Sahu Sugiono, 2006). Furthermore, Komaruddin defines effectiveness as the level of success or failure of management activities in achieving previously set goals. According to the Contemporary Popular Scientific Dictionary, effectiveness is precision and support for goals (Alex, 2006). An organization as an entity where several people gather must be truly understood for its existence, by knowing and understanding the organization allows the expected goals to be achieved. Organization defines an organization as a situation in which two or more people are involved in achieving a common goal (Gary N. Mclean, 2006). An organization is a social institution that is consciously coordinated and deliberately organized by a group of people with a certain interaction pattern, identifiable boundaries, relatively permanent existence, and development to achieve a certain goal (Sukanto Reksohadiprodjo, 2001). In addition, an organization is a social entity that is consciously coordinated, has identifiable boundaries, and operates continuously to achieve a common goal or set of goals. Organizations use, transform, and combine a specific set of people, materials, capital, ideas, and natural resources to create unique solutions to meet the specific needs of humans in their interactions with other human activity systems and natural resources in their environment. An organization as an entity where several people gather must be truly understood for its existence, by knowing and understanding the organization allows the expected goals to be achieved. Organization defines an organization as a situation in which two or more people are involved in achieving a common goal (Gary N. Mclean, 2006). An organization is a social institution that is consciously coordinated and deliberately organized by a group of people with a certain interaction pattern, identifiable boundaries, relatively permanent existence, and development to achieve a certain goal (Sukanto Reksohadiprodjo, 2001). In addition, an organization is a social entity that is consciously coordinated, has identifiable boundaries, and operates continuously to achieve a common goal or set of goals. Organizations use, transform, and combine a specific set of people, materials, capital, ideas, and natural resources to create unique solutions to meet the specific needs of humans in their interactions with other human activity systems and natural resources in their environment. An organization can be defined as a social entity that is consciously coordinated by a group of people to achieve goals that cannot be achieved alone. Based on several definitions of effectiveness and organization, the compiler concludes that organizational effectiveness is the level of accuracy or success of the organization in achieving the same goals between leaders and employees to meet common needs. In general, the

effectiveness of an organization can be judged from the approach to achieving goals, systems, constituency-strategic, and competing values.

If all of these approaches have been met, it indicates an effective process of behavior change. This means that the organization's approach and organization is effective. Since the organization involves many activities, its success depends on satisfactory achievements in different areas according to their complexity.

There are several effective approaches to organizing, namely:

a. Goal Achievement Approach

The goal achievement approach states that the effectiveness of an organization should be assessed based on the achievement of goals, not just how to achieve them such as maximizing profits. The achievement of the set goals means that there is a process of behavior change. Typically, the first step is to identify goals or objectives, as well as measure the success of the organization in achieving those goals. The target used is the actual target.

b. Organizational System Approach

Involves the receipt of inputs, transformations, and output earnings. The source approach from the input side, internal processes from the process, and goals/objectives from the output side can be used to assess the effectiveness of the organization. It has been explained that assessing the effectiveness of an organization solely based on the achievement of goals is a less than perfect approach. By considering only the achievement of a goal or target, the focus is limited to the result alone. An organization must be judged on its ability to acquire resources, process inputs, channel output, and maintain stability and balance through a systems approach. With the system operating, it means that there has been a process of change and behavior change. Behavior changes include the following:

- approach to achieving goals or objectives. The sourcing approach, in simple terms, an organization's effectiveness can be measured by the quantity of resources that are successfully obtained from its environment.

- the internal process approach views effectiveness as the level of efficiency and internal organizational conditions. The smoother the flow of internal processes in an organization, indicates a higher level of organizational effectiveness.

c. Constituency-Strategic Approach

The constituency-strategic approach states that an organization is considered effective if it is able to meet the demands of the constituency that supports the sustainability of the organization's existence. This approach is in line with the system's view but with a different emphasis. Both acknowledge the existence of interdependence, but the constituency-strategic perspective does not consider the entire organizational environment. This view only meets the need for things in the environment that can endanger the survival of the organization. With the fulfillment of these demands, it means that there has been a process of change and behavior change.

d. Member Satisfaction

The satisfaction of members and organizations depends on the people and their attitude towards life. As a result, satisfaction is the main factor in assessing the effectiveness of an organization. In an organization, there are usually individuals with specific interests. Conflicts of interest often occur in

organizations. The main key is how the organization's leaders create a balance among members to achieve satisfaction, albeit to a minimal degree, in all respects. Organization experts recommend a multidimensional approach to measuring the effectiveness of modern organizations. This means that there is no one right and wrong criteria for all organizations. The organization has been well managed using criteria that suit the unique situation. Managers need to identify or seek input from strategically positioned staff. This information allows leaders to get a combination of effectiveness criteria.

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The right approach is to ensure that resources are available according to the impact of the input on the output or output. For example, the amount of money given to a foundation from donors is followed by indicating the level of service provided. An internal process approach is suitable if the organization's performance is strongly influenced by specific processes. The specific process in question can be in the form of leadership processes, mutual influence between people, communication, decision-making, and so on. A strategic subordinate satisfaction approach is suitable if strong leaders can significantly benefit the organization. An organization in achieving its goals is influenced by various determining factors. Those determining factors include:
- Leadership process
- Motivation
- Communication system
- Interaction influence process
- Decision making process
- Formulation and achievement of goals
- Control process Steers

Emphasizing the importance of three key dimensions in assessing organizational effectiveness: (1) goal optimization, (2) a systematic perspective, and (3) a focus on people-to-people relationships in evolving organizational structures.

DISCUSSION
Components of Organizational Activity
In the success of organizational effectiveness, several components are needed to be used as a reference to increase the effectiveness of organizational success. According to Hendayat Sutopo (2016), the criteria that can be used to measure the effectiveness of an organization to achieve educational success are as follows: productivity, how many people have achieved the expected goals, efficiency, quality, growth, absenteeism, transfer, satisfaction, flexibility and adaptation, decision-making process and leadership process, how much the leader trusts his members. The above criteria are one of the components

to measure the success of an organization's effectiveness in education in order to achieve educational goals. If one of these criteria is not met or is not good, it can be assessed that the effectiveness of the organization in education is not good. So it is necessary to take action as a leader to overcome this. Effectiveness refers to the size of the output produced by the organization, whether the output is good enough according to the needs and expectations of the organization. In a broad context, effectiveness is used as a process value in an organization.

Factors Affecting Organizational Effectiveness
According to Syamsu and Novianty (2017), there are factors that affect the effectiveness of the organization as follows:

a. Organizational Characteristics

   Organizational characteristics are closely related to the structure and technology that is carried out, this is able to increase the complexity and formality of the structure and authority system in decision-making, which affects the effectiveness of the organization. The structure that supports achieving a high level of effectiveness depends on the type of organization and the goals to be achieved. However, an organization's effectiveness is said to have a great opportunity with a high level of capacity if it has a low level of complexity, formalization, and decentralization. However, this is not absolute in all organizations, there is the opposite.

b. Environmental Characteristics The effectiveness of an organization will not escape the influence of the environment to achieve the success of an organization's effectiveness. In other words, the effectiveness of an organization is influenced by how precisely it acts on the environment because the environment has an ever-changing nature. Therefore, managers are required to always supervise and monitor environmental changes and respond appropriately and correctly through various aspects of adjustments, whether it concerns structure, technology, processes, or behavior in each member.

c. Characteristics of Workers Human factors (members of the organization) are one of the factors that greatly affect effectiveness. The behavior of each member can be said to be an important support for the achievement of organizational effectiveness. However, it is also able to reverse its effectiveness. Each member has a different character in each individual so that it is able to influence behavior. The behavior shown is not always related to the organization's goals because individual goals may differ from the organization's goals. Every member of an organization tends to prefer to achieve personal goals rather than organizational goals. So managers in the organization must always want to improve the effectiveness of the organization must recognize or identify differences in individual characteristics with the personal goals of each member. This is an effort for member behavior to be in accordance with the policy.

d. Policy Management Policies and Practices The policies taken by a manager in managing an organization have an impact on the effectiveness of an organization such as an educational organization. This includes the work processes and mechanisms that take place in an organization. This includes strategy, search, and efficient use of resources, the creation of an environment that stimulates members to always work and achieve, communication and leadership processes to make decisions and policies related to the organization's ability to respond to the environment is also one of the main important things.

CONCLUSION

Based on the results of the study that has been presented, it can be concluded that: Organizational effectiveness is the level of accuracy or success of the organization in achieving the same goals between

leaders and employees to meet needs. together. There are several approaches to organizational effectiveness: Goal achievement approach, Framework approach, Constitutive-strategic approach, Member Satisfaction. organization, Show system resources about organizational effectiveness, Integrase and expand demonstrate goals and demonstrate resource framework, Organizational effectiveness approach solutions. Demonstrate the theoretical effectiveness of the organization there are several, i.e. demonstrate the objectives of effectiveness The components of organizational effectiveness are as follows: productivity, efficiency, quality, growth, absenteeism, displacement, satisfaction, flexibility-adaptation, leadership process. decision-making, process Factors that influence organizational effectiveness: organizational characteristics, environmental characteristics, worker characteristics, management policies and practices.

DEVELOPMENT RECOMMENDATIONS

Educational institutions need to develop an inclusive and participatory organizational culture. This can be done through training and professional development for teaching staff, as well as creating open communication gatherings between management and educators. Improved Leadership: Effective leadership has a profound effect on the success of educational programs. Leaders who are able to inspire and empower team members will create a positive work atmosphere, which contributes to the effectiveness of the program. Program Evaluation and Adjustment: Conduct periodic evaluations of educational programs to identify strengths and weaknesses. Thus, the institution can make the necessary adjustments to increase effectiveness. Collaboration and Partnerships: Building partnerships with a variety of stakeholders, including parents, communities, and other institutions, can expand resources and support for educational programs. This collaboration can also enrich the learning experience of students. Use of Technology: Utilizing information technology in education management can improve program efficiency and effectiveness. A good information system can help in decision-making and human resource management.

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