

To Study the Decision Making Process in an Organization for its Effectiveness

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Abstract: In this paper we discuss the decision making process in an organization for effectiveness. In this process including six important steps useful for organization effectively done. In such complex and fast changing organization environment, manager and employees are faced with many problems and they have make decision. Decision making is an integral part of the management of any organization. (Pearce II & Robinson- 1989) indicate that decision making is inevitable because to explicitly avoid making a decision is in itself to make a decision. Managers are usually making many decision some of them strategic and other operational. Decision making is referred to as the heart of the management process (Mann 1976). Decisions are long, complex, highly unstructured and risky and have great impact on the future on organization. Decision making is the process of making choices by identifying a decision, gathering information, and assessing alternative resolutions. Using a step-by-step decision-making process can help you make more deliberate, thoughtful decisions by organizing relevant information and defining alternatives.

Keywords: Decision Making, Manager, Management Process, Strategic Operational

I. Introduction

The main activities of an organization consist making decision making. "Decision-making involves the selection of a course action from among two or more possible alternatives in order to arrive at a solution for a given problem" (Trewatha & Newport). According to Kreitner (1966) decision making is a process of identifying and choosing an alternative course of action in a manner appropriate to the demand of the situation.

According to R. C. Davis, "management is a decision-making process." Decision-making is an intellectual process which involves selection of one course of action out of many alternatives. Decision-making will be followed by second function of management called planning. The other elements which follow planning are many such as organising, directing, coordinating, controlling and motivating

The act of choosing implies that an alternative course of action must be weighed and weeded out. The term "decision making" has been defined as a process of judging various available options and narrowing down choices to a situation one. Decision making is considered as the backbone of the business management because without taking the right decision at right time, nothing can be performed. Decision making is the act of making a choice among available alternatives. There are many decisions taken by human being in daily life. Successful and effective decision making makes profit to the organization and ineffective ones make losses. Therefore corporate decision making process is the most critical process in any organization. Decision making is the selection based on some criteria from two or more possible alternatives (George R. Terry). According to Archer (1980) Barnard's idea was ignored, and likewise little attention was paid to Bross's (1953) decision-making process, which was composed of the following:

- i. Responding to conditions in the environment,
- ii. Determining mutually exclusive courses of actions, and
- iii. Selecting a course of action to achieve a specific purpose.

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