



**Organizational Effectiveness  
– similar or different by regions –**



**Organizational  
Effectiveness is .....**



- .... more than just to meet the target
- .... has a lot to do with people management, a productive, engaged and thriving workforce
- ..... not a universal model rather than multiple models



- Our model of building an effective organization focuses on the human side.
- It is the behavior and attitude of employees.
- As such, we defined *work engagement, emotional exhaustion, affective commitment, and productivity* as the four characteristics of an effective organization

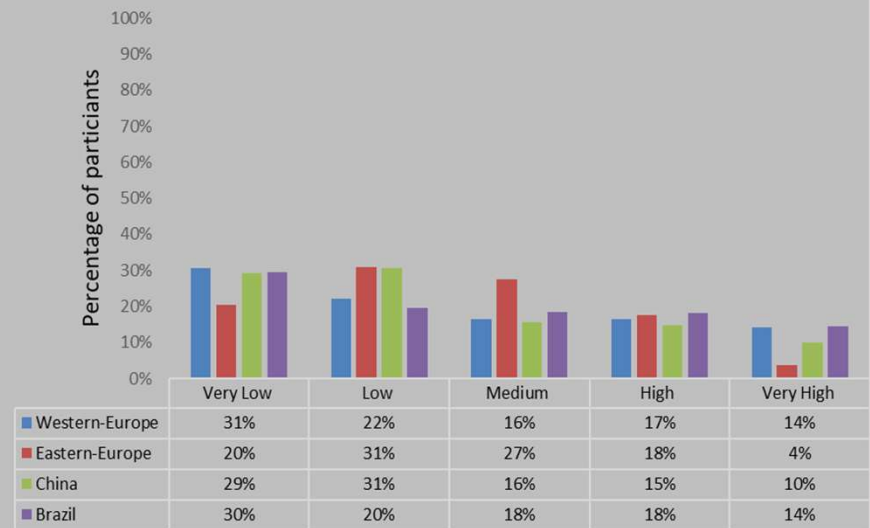


**We interviewed 305  
(n= 305) people across  
different regions supposed to  
find out if the effectiveness of  
the organization is the same or  
not.**



## Result of the Comparison between Regions

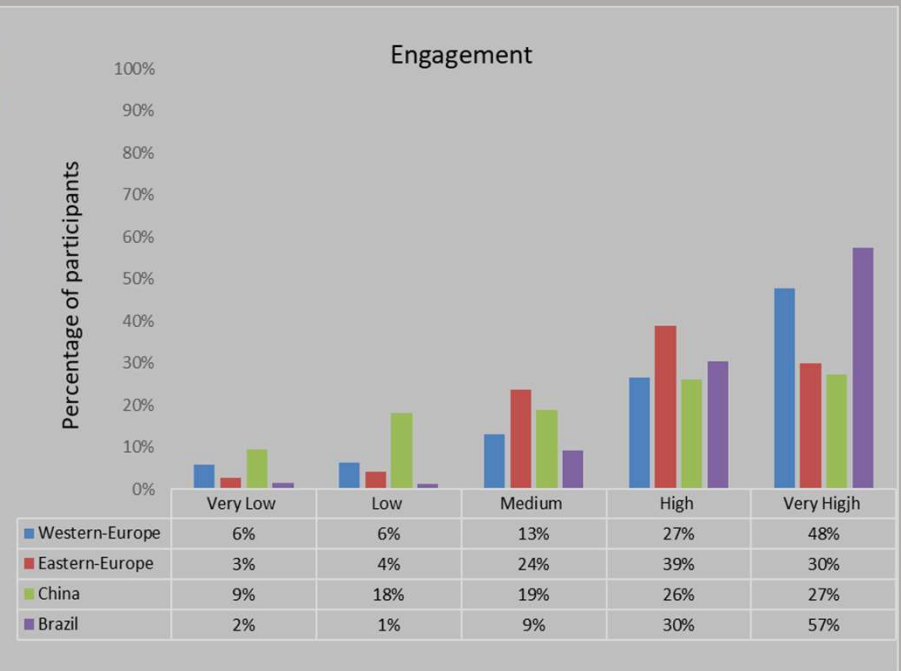
Exhaustion at work



**Participants in Brazil and Western-Europe indicating a higher exhaustion at work compared to Eastern-Europe and China**



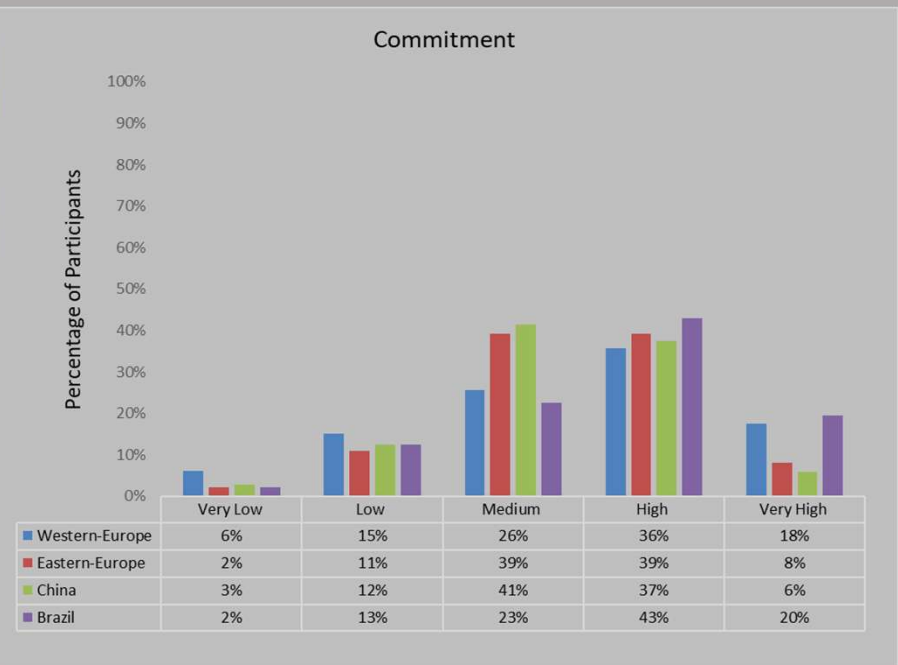
## Result of the Comparison between Regions



**Employees' in China seems less engaged than people in the other regions considering the rating in the upper scale**



## Result of the Comparison between Regions



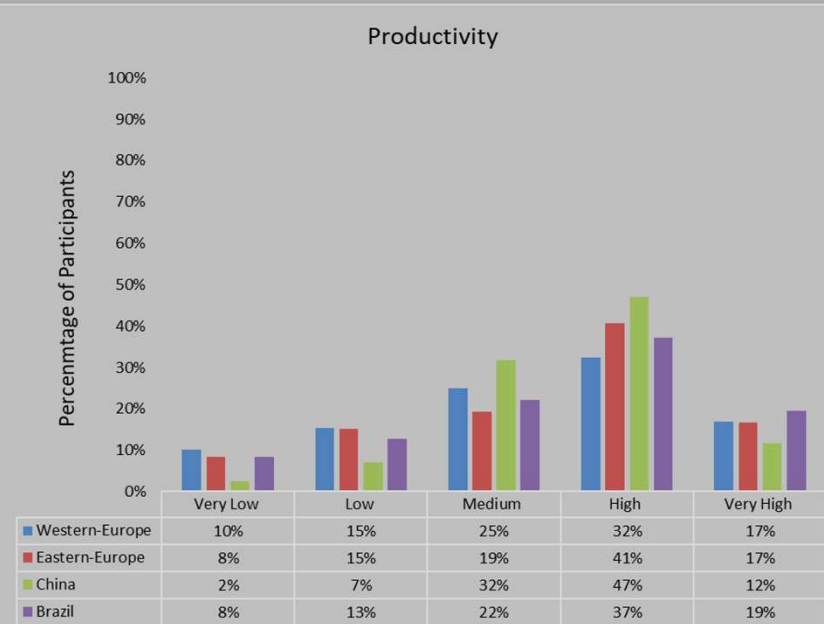
**Brazil and Western-Europe are the regions where participants show the highest commitment.**

**\*for this study commitment refers to loyalty.**





## Result of the Comparison between Regions



**Participants in the different regions self-assessed productivity very similar**



## Conclusion

- **The effectiveness of an organization is different by regions.**
- **National culture may play a role as an influencing factor.**
- **The other determining factor of an effective organization are employees' values and beliefs.**
- **It means, if employees' values are not satisfied within the organization the impact on the effectiveness will be negatively.**