

UMQONDISI OPHAKEME

UNOBHALA OMKHULU WEZOKUXHUMANA

UNOBHALA OMKHULU WE-ORGANIZATION

Isigaba Esiphezulu **ISIGABA 7** Isigaba 7 uNobhala

IHHOVISI LE-SOURCE
IHHOVISI YEZANGAPHANDLE
IHHOVISI LOMQONDISI OPHAKEME

Lesi sigaba sihlnganisa futhi siqondise imisebenzi ye-organization ukuze isebenze kahle, ikhiqize imikhiqizo yayo kahle nangobuningi futhi ilethe imikhiqizo nezinsizakalo zayo kubantu ngabanye nasempakathini ngekhwalithi ephezulu.

Ihhovisi le-Source

- Libona ukuthi ubuchwepheshe nenqubomgomo ye-organization ilandelwa ngqo. Endabeni yenkampani, leli hhovisi lingafaka ihhovisi lomuntu oqale i-organization noma lomuntu osungule umkhiqizo manje osukhiqizwa yinkampani. Igcina izakhiwo ze-organization zisesimweni esihle futhi ithola isikhala esengeziwe sokunwebeka.

Ihhovisi yeziNdaba zaKwangaphandle

- Igcina ubudlelwane obufanele nohulumeni namanye amaqembu empakathini futhi inakekela izindaba zomthetho.

Ihhovisi loMqondisi Ophakeme

- Yenza ukuhlela kwe-Organization Ukuhlanganisa nokwenza imicimbi ye-organization yenziwe. Igcina i-organization i-solvent (ikwazi ukukhokha izikweletu zayo), ichumile, ikhiqiza futhi inwebeka kuzo zonke izigaba zayo neminyango.

EzokuXhumana Isigaba **ISIGABA 1** uNobhala WezokuXhumana

UMNYANGO WEZEMIZILA NABASEBENZI
UMNYANGO WEZOKUXHUMANA
UMNYANGO WOKUHLOLA NEMIBIKO

Lesisigaba sibhekele ngokuphelele ukusungulwa kwe-organization.

UMnyango wezemizila Nabasebenzi

- Uqasha abasebenzi abafanelekile bese ubabeka kahle ukuze kuzwe umuntu ne-organization. Ithola abasebenzi abasha nabakhona ukuthi banikwe izigqoko futhi abasafunda basebenze ngaphansi kwabanesipliyoni futhi bafundiswe ukwenza imisebenzi yabo.

UMnyango WezokuXhumana

- Ilungisa izinhlelo zako konke ukuxhumana ukuze konke ukuxhumana kusheshe futhi kuhanjise kahle futhi kwenziwe. Yenza isiqiniseko sokuthi ukubhalelwa eziza futhi eziya empakathini we-organization kuyafika futhi kusingathwe ngokushesha.

UMnyango Wokuhlola Nemibiko

- iqoqa futhi ibeke kahle imidwebo yezibalo zokubonisa isimo se-organization ukusetshenziswa abaphathi. Igcina izinga eliphakeme lokuziphatha okuhle phakathi kwabasebenzi. Ihlola imisebenzi ye organization ukuze kutholakale noma yibuphi ubunzima obumisa ukunwetshwa futhi bubikwe kubaphathi. kubaphathi.

Isigaba sokuSabalalisa **ISIGABA 2** sokuSabalalisa uNobhala

UMNYANGO WOKUKHUTHAZA NOKUMAKETHA
UMNYANGO WEZOKUSHICILELA
UMNYANGO WEZOKUBHALISWA

Lesi sigaba senza imikhiqizo nezinsizakalo ze-organization zaziwe kabanzi futhi zifunwe, idala umthamo omkhulu wokutholwa ngumphakathi.

UMnyango Wokukhuthaza NokuMaketha

- Yenza ukuthumela nokubhala amaphephabhuku nokunye ukukhuthaza kususelwa kwi-miphumela yocwaningo, ukwazisa empakathi ngezinsizakalo nemikhiqizo ye-organization kanye nezinto ezishicilelwe ezikunikezayo ukuze lokhu kutholakale ngobuningi obukhulayo.

UMnyango wezokuShicilela

- Igcina isitokwe sazo zonke izinto ezishicilelwe ukuze zitholakalelele ukuthengiswa futhi zilethwe ngokushesha kubantu abazithengayo.

UMnyango Wokubhalisa

- Uxhumana nabantu abazwakalise intshisekelo ngemikhiqizo ye-organization ngakho-ke lezi zitholwa yibo. Igcina amafayela ngokuphelele abantu abathole insizakalo noma abathole imikhiqizo ye-organization futhi igcina ukuxhumana nabo ukuze bakwazi ukuthola eminye imikhiqizo nezinsizakalo.

UMnyango Wezezimali Isigaba **ISIGABA 3** UMnyango Wezezimali uNobhala

UMNYANGO WEMALI ENGENAYO
UMNYANGO WOKUKHOKHA
UMNYANGO WEZAMAREKHODI, IZIMPAPHA KANYE NEMPAHLA

Lesigaba sisingatha izindaba zezezimali zenhlango ngakho-ke imishini nezinye izimpapla zinakekelwa ukuze inhlango ikwazi ukukhiqiza imikhiqizo yayo futhi ihambise izinsizakalo zayo futhi ihlale i-solvent (sikwazi ukukhokha izikweletu zayo).

UMnyango weziMali Ezingenayo

- Iphatha izimali ezingenayo ezitholwe ngokushintshana ngemikhiqizo ye-organization ukuze lokhu kurekhodwe kahle. Igcina ngokunembile amafolda ama-akhawunti wamakhasimende futhi iqoqa yonke imali ekweletwa i-organization.

UMnyango woKukhokha

- Yenza ukuthenga nokukhokha zonke izikweletu, futhi ukukhokhela abasebenzi, ngakho izibopho zayo zezezimali ziyagcwaliseka, kanti ezinye izigaba zinalokho ezikudingayo ukukhiqiza imikhiqizo yazo.

UMnyango wamaRekhodi, Izimpapla kanye ne-Mpahl

- Isingatha izimpapla ze-organization, igcina amarekhodi aqondile ezimali, igcina ukubhuka kanye nemibiko yezimali ezidingekayo futhi igcina izimpapla nezinqolobane.

Isigaba Sokukhiqiza **ISIGABA 4** Sokukhiqiza uNobhala

UMNYANGO WEZINSIZAKALO ZOKUKHIQIZA
UMNYANGO WE-ACTIVITY
UMNYANGO WEZOKUKHIQIZA

Lesigaba sihlizeka ngemikhiqizo esezingeni eliphakeme nezinsizakalo ngaphandle kokulibala empakathini waso.

UMnyango Wezinsizakalo zokuKhiqiza

- Sisiza isigaba ngokubikezela ukuthi yini edingekayo ukukhiqizwa, ngakho-ke umkhiqizo ungenziwa futhi sihlele ukukhiqizwa kokusebenza okuphezulu futhi nokusebenzela empakathi.

UMnyango we-Activity

- Ilungisa izinsiza kusebenza ezidingekayo ukukhiqiza imikhiqizo nezinsizakalo ze-organization futhi izilethe.

UMnyango wokuKhiqiza

- Ikhiqiza imikhiqizo ye-organization futhi ihambise izinsizakalo zayo ngokushesha, ngobuningi obukhulu kanye nekhwalithi enhle kakhulu ukuze abantu baneliswe ngemiphumela.

Isigaba Seziq **ISIGABA 5** UNobhala weSigaba Seziq

UMNYANGO WEZIVIVINYO
UMNYANGO WOKUBUKEZA
UMNYANGO WEZITIFIKETI NEMIKLOMELO

Lesigaba sibona ukuthi wonke umkhiqizo oshiya i-organization usezingeni elilindelekile lekhwalithi.

UMnyango weziVivinyo

- Ihlola imikhiqizo ye-organization, idlulise lokhu ukuthi kuBukezwe uma kudinga ukulungiswa noma isitifiketi ukuze wonke umkhiqizo uqinisekise, noma ulungiswe ukuze uqinisekise.

UMnyango wokuBukeza

- Ubukeza umkhiqizo we-organization ukuhlukanisa izimbangela zanoma yiliphi izinga elisezingeni eliphansi kunelemukekayo. Ibuyekeza izenzo zabasebenzi izilungise lapho kudingeka khona ukuze ubuchwepheshe nenqubomgomo zizisetshenziselwa ukuthola imiphumela emihle. Inakekela abasebenzi njengabantu ngabanye ngakho-ke baqeqeshelwa ngokugcwele ukwenza imisebenzi yabo, bafunde inqubomgomo nobuchwepheshe be-organization futhi babe nekhono, babe ngamalungu enza lukhulu eqenjini.

UMnyango we-Zitifiketi Nemiklomo

- Ukukhipha kanye namarekhodi ezitifiketi ezivumelekile zemikhiqizo etholakele nezuziwe. Ibhaka noma yimaphi amaphutha wokukhiqiza futhi iqinisekise ukuthi ayalungiswa.

Isigaba Ezimayelana noMphakathi **ISIGABA 6** Unobhala Womphakathi

UMNYANGO WEZOKWAZISA UMPHAKATHI
UMNYANGO WE-CLEARING
UMNYANGO WEMPUMELELO

Lesigaba, ngayo yonke imisebenzi yaso, siletha ulwazi futhi sisabalalisa izinsizakalo nemikhiqizo ye-organization empakathini obanzi.

UMnyango Wezokwazisa uMphakathi

- Iqinisekisa ukuthi ukubukeka kwe-organization kanye nabasebenzi kuhle kakhulu. Yenza i-organization nezinsizakalo zayo nemikhiqizo yaziwe kahle empakathini. Isebenzisana namaqembu empakathi namanye ama-organizations ukwenza ngcono umphakathi.

UMnyango we-Clearing

- Isungula futhi yenze izindawo zokusabalalisa ekhiqizayo ngaphandle kwe organization ezinikezela ngezinsizakalo zayo nemikhiqizo empakathini omusha.

UMnyango weMpumelelo

- Irekhoda futhi yenze kwaziwe empakathini impumelelo yemisebenzi ye-organization nemikhiqizo yayo.