

ABSTRACT

The study main focus of this study is on empowerment, goal alignment, and organization development in the ABC Company. This includes diagnosis and a Program of OD interventions designed and proposed for implementation. There were 30 respondents who are the employees of the company. Data were analyzed using both quantitative and qualitative analysis. For quantitative analysis, the researcher apply mean difference as a way to analyze data in the current situation of the organization. After diagnosis, the study showed that management is highly centralized where all the decision making is confined within the top management level. Consequently, there is low employee involvement and employees hardly experience empowerment. Another point is that, there is improper goal communication through employees. Therefore, there is a need to align department goals with that of the organization. Finally, organization commitment by the employees is also low.

On the basis of the above findings, a corresponding ODI Program is proposed to address the needs of ABC Company.