

History and Size of the Organisation

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The World Health Organization started in 1948 under the United Nations. The organization's headquarters are in Geneva, Switzerland. The World Health Organisation was formed after an agreement among the UN member countries. The countries felt the need to come up with a body specializing in ensuring proper health. Health problems included deadly communicable diseases such as malaria and smallpox. The duty of this organization was to come up with cures and vaccines to curb the spread of diseases. Educating member country citizens on the best ways to stay away from communicable diseases was also part of their duty (World Health Organisation, 2017).

The organization has a large building in Geneva, which is the headquarters office. This building is large housing very many offices. The offices include the organization's president's office and other offices for the member country representatives. The offices occupy a large piece of land to house the many offices. The staff is composed of both male and female genders without bias. The staff number is very high due to the many employees in the various offices in member countries. The World Health organisation specializes in giving health services. The services include such as providing vaccines for communicable diseases and ensuring hygiene among member countries. There are very many international branches, which include offices among the member countries of the United Nations (World Health Organisation, 2017).

Image Of Organisation Building

Organization Structure

The organization splits into various levels of responsibility (World Health Organisation, 2017). The levels flow from the top rank up to the lowest rank at the bottom. Each of the levels has different responsibilities, with the lower ranks answering to the high ranks. The top level consists of the organization assembly, which makes laws for the organization. In addition, a director general leads in voting and budgeting decisions. In addition, an executive board carries out decisions made by the assembly. They also advise and facilitate the assembly with reports to make informed decisions. There are also regional organizations that run activities in the member countries. The duties include advising on budgets and making decisions at regional levels (James Michael Stewart, 2015).

The organization has a tall hierarchy made up of various levels of command. The running of the organization is through various ranks from top to bottom. Each rank carries out different tasks for the

smooth running of the organization. The span of control involves top ranks being responsible for the activities of immediate lower ranks. The low ranks report to the high ranks giving them reports on their activities. Low ranks follow the guidelines set by the high levels of management. For example, the executive board reports to the assembly on whether the regional offices are fulfilling their duties set by the assembly (Robert J. Anderson, 2015).

Additionally, there are various departments within the organization. There are major departments, such as the health department, which carries out activities concerning health. There are various activities under this department, such as maintaining hygiene within member countries and controlling diseases among member countries. This department concerns itself with coming up with vaccines and researching medicines to cure diseases such as small pox and malaria. Moreover, there is the finance department, which is responsible for collecting and disbursing funds. This department collects funds from member countries and donors to run organizational activities. They also pay out funds for expenses incurred by the organization. They make financial reports and give detailed accounts of how finances were utilized (Jones, 2017).

Organizational Chart

Ownership

The World Health Organisation was formed under a partnership of member countries and other parties (World Health Organisation, 2017). The parties include health research bodies and scientific medical researchers. The members of the partnership have a common goal of coming up with medical solutions to health problems. The members of the organization provide finances to the organization through member fees and donations. They also provide expertise for the organization, such as doctors and medical researchers. The countries also provide operation bases for the organization to build offices within the regions. The countries also provide protection to the staff in regional offices from external attacks (Nigel, 2007).

Pros Of Being A Partnership

The organization enjoys various advantages of being a partnership. There are advantages, such as availing of a large pool of funds from the members. This means that the organization usually enjoys a large financial base to sponsor its activities. The organization thus runs activities smoothly without financial shortages (William, 2012).

Moreover, the organization enjoys the advantage of a large pool of expertise from member countries. The member countries usually avail their experts on medical issues to the organization. This is very beneficial because the expertise avails knowledge to curb the spread of communicable diseases.

Cons Of Being A Partnership

The organization suffers shortcomings of a partnership. The main disadvantage that the organization faces is slow decision-making. This is a challenge to the organization, whereby important decisions take a long time to make. The fact that member countries are required to meet in order to deliberate on decisions causes this (Noe, 2014).

However, the organization has a board of directors who oversee the activities of the organization. The board members come from the member countries. The responsibilities of each member of the board involve reporting to the organization assembly on activities of the regional offices. The regional offices should operate according to the guidelines provided by the organization assembly (Shafer, 2013).

The organization's shareholding splits among the member countries, each with a right to get assistance on medical issues. The countries usually call on the organization to assist with medical issues. For example in cases such as Ebola outbreaks where the affected countries seek help from the World Health Organisation. Moreover, the organization has a license from the United Nations to carry out health-related activities among the UN member countries.

The organisation has a mission statement, which is the attainment by all people of the highest possible level of health. This reflects the objective of the organization, which is to ensure that the world's citizens stop dying of diseases. Additionally the organisation adopts a finance system of receiving donations and member fees from member countries (James, 2015).

Organisational Structures

The world health organisation requires keen analysis of forces within its operation environment. This entails analysis of SWOT and PEST factors affecting the organization. SWOT analysis enables the organization to determine its strengths, weaknesses, opportunities and threats. Therefore, proper analysis of these factors results in knowledge of how well to utilize opportunities within the environment to the organization's advantage. Moreover, PEST analysis enables an organization to understand the political, environmental, social and political issues surrounding them. World Health Organization analyses these factors to come up with solutions to problems accompanying each factor.

PEST Analysis

Political analysis refers to the environment resulting from politics within member countries. The organization faces different political environments among the member countries. Some countries have a violent political climate, which makes it difficult to run operations. However, some countries have cool political climates making it possible for smooth operations (Leiyu, 2015).

Environmental factors refer to the surroundings of the organization. Environments differ in various countries, with some having clean environments and others having poor environments. However, the World Health Organization assists in creating policies that ensure clean environments and high hygiene.

Social factors refer to the beliefs of member countries. These beliefs result in different responses to the organization's policies. A good example is how the Roman Catholic is against the use of contraceptives. This brings about a social problem in trying to achieve the goal of family planning.

Technical issues refer to advancements in technology. The organization deals with various situations which either hinder operations or make them successful. The organization faces problems in introducing new health technology in poor member countries (Noe, 2014).

SWOT Analysis

Strengths of the organization include a large financial base to cater to the financial needs of the organization. The many member countries contribute to the organisation making it financially stable to run activities. The large pool of experts from the member countries also provides knowledge on health issues affecting the member countries (Jones, 2017).

Additionally, there are weaknesses that the organization faces. The major weakness is a lack of trust from countries that, as a result, fail to join the organization. The consequence of this is the reduction of organization membership. This is a challenge to the goal of the organization to provide health services to all countries in the world.

Moreover, the organization enjoys various opportunities, such as being able to utilize experts to come up with cures for diseases such as HIV/AIDS. The large pool of medical experts in the organization and funds could result in a breakthrough in finding the cure for HIV/AIDS (Leiyu, 2015).

Conclusion

Organization Efficiencies

The World Health Organization enjoys efficiencies in operations, which come from its large finance base and pool of expertise. They are efficient in responding to crises in member countries, such as Ebola outbreaks. The organization responds by coming up with cures and vaccines for illness. They have been successful in coming up with vaccines for tuberculosis.

Organization Inefficiencies

The organization is inefficient in appealing to countries to join. Most countries are still afraid of joining the organization due to a lack of trust in its operations. The organization, therefore, suffers a problem of few memberships, which is contrary to their goal.

Solution To Inefficiency

The organization should appeal to the whole world to build trust. The organizational operations require a level of transparency that the countries that do not trust can trust. The organization should also use member countries to convince the rest to join.

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