



Research on Dynamic Evaluation of Organizational Efficiency of Agricultural Enterprises

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Abstract. Faced with strong population pressure, the importance of agriculture has become increasingly prominent, and the development of agricultural economy has attracted the attention of the government. As the main carrier of agricultural economy, agricultural enterprises play a crucial role. There are a large number of agricultural enterprises in China, but they generally start at a small scale, and some leading agricultural enterprises also face the dilemma of insufficient sustainable development ability and unsatisfactory performance output in their management. This study aims to seek effective ways for agricultural enterprises to effectively recognize and evaluate their own operating conditions and sustainable development capabilities, thereby introducing the concept of organizational efficiency into the study of agricultural enterprises. The study of organizational efficiency will break the deadlock caused by traditional research methods such as excessively focusing on enterprise performance, and bring new vitality to agricultural enterprise management research. Conducting organizational performance evaluation on agricultural enterprises to promote their stable growth is in line with the development requirements of agricultural enterprises from simply focusing on performance increase to enhancing their growth capabilities.

Keywords: Agricultural enterprises · Organizational effectiveness · System dynamics · Robustness

1 Research Background

With the development of the national economy, the agricultural industry has shown a thriving trend, and agricultural enterprises have made significant contributions to the development of the agricultural industry. In the era of rapid information development, production and processing technology continues to progress and improve, and consumers' consumption of agricultural products has shifted from providing basic necessities to focusing on high-quality development. Due to the driving force of the market, agricultural enterprises have made significant progress in both profitability and management capabilities. However, in terms of scale and time of development, China's agricultural enterprises have not developed for a long time, and there is a widespread phenomenon of small-scale operations. How to ensure the stable growth of agricultural enterprises and enhance their management and operational capabilities has attracted

much attention. This study focuses on organizational efficiency and conducts research and analysis on the operational system of agricultural enterprises. It is hoped that through research, a new approach and method can be found for agricultural enterprise management, enabling agricultural enterprises to enhance their core competitiveness and grow steadily.

2 Research Significance

There are few achievements in research on organizational effectiveness, especially in the field of agricultural enterprise organizational effectiveness, with almost no established literature. This study chooses to study the organizational effectiveness of agricultural enterprises and constructs a dynamic evaluation model to evaluate both enterprise performance and capability. This provides a scientific basis for agricultural enterprises to clearly determine their own performance output and how to establish effective organizational growth and development capabilities, laying the foundation for subsequent research directions and determining research priorities. This study selects agricultural enterprises as the research object, evaluates the development trends and operations of agricultural enterprises, and analyzes and studies the organizational elements and business management of agricultural enterprises to investigate the impact scattered in these subsystems. Identify the factors affecting organizational effectiveness of enterprises [1]. Based on the decomposition of influencing factors, the key indicator system that affects the organizational efficiency of agricultural enterprises was determined from two aspects: organizational performance and organizational capability. Agricultural enterprises can identify the factors that affect their own efficiency development based on the indicator system.

3 Research on Organizational Effectiveness

The issue of organizational effectiveness in enterprises has always been a hot topic of academic research and controversy. Many scholars at home and abroad have made outstanding contributions to the study of organizational effectiveness from different perspectives and starting points [2]. In the current era of advanced information technology, with the rapid development of the world economy and increasingly fierce competition among enterprises, it is particularly important to effectively improve the organizational efficiency of enterprises, ensure their stable and rapid growth, and adapt to the ever-changing changes in enterprise management. How to improve organizational efficiency of enterprises in a fiercely competitive environment has become a research hotspot. Many enterprises have begun to realize that the original competitive advantages of enterprises, such as funds and technology, which can be proud of, are now easily imitated and replicated by other enterprises [3]. However, organizational efficiency, as a unique factor, is relatively difficult to learn and learn from.

As shown in Fig. 1, the elements of enterprise management can have an impact on organizational efficiency. Scholars' research results mainly focus on the evaluation of the entire process of the enterprise, including research on knowledge absorption, human resource management, team management, organizational culture, and other aspects and perspectives.

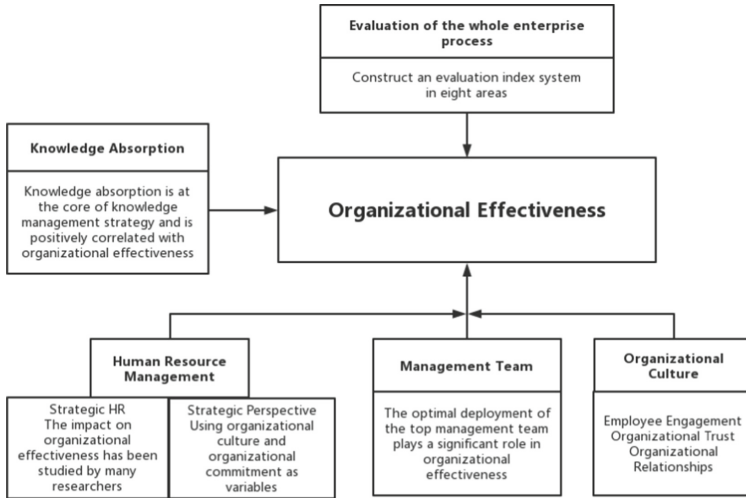


Fig. 1. Summary of the impact of enterprise management functional elements on organizational efficiency

4 Selection and Analysis of Organizational Structure

Job analysis and functional definition are the source of all enterprise management activities. The organizational structure of agricultural enterprises adopts different types of organizational structures according to the different stages of enterprise development [4]. The organizational structure is like a human skeleton, laying the foundation of human structure. The function of organizational structure in enterprise management is equivalent to the function of bones in the human body. Conduct research on agricultural enterprises as shown in Fig. 2, it was found that 73% of them adopt a linear functional organizational structure, 15% adopt a departmental organizational structure, and 12% adopt a multi-dimensional organizational structure model.

The organizational structure of the linear functional system is a type of organizational structure commonly adopted by most large and medium-sized enterprises in China. It divides the enterprise into functional categories based on the type of organizational activities. The design of the organizational structure is divided into two parts: horizontal completion of functional divisions and vertical completion of hierarchical divisions. Enterprises that adopt the organizational structure type of business units all undergo changes in the organizational structure of linear functional systems after development and growth, with product business units and sales regional business units as the main focus [5]. This is the organizational structure model of product business units or regional business units that agricultural enterprises choose to establish after adopting product diversification strategies after expanding their enterprise scale. A multidimensional organizational structure is usually adopted in some ultra large enterprises. A clear organizational structure system is the foundation of enterprise operation.

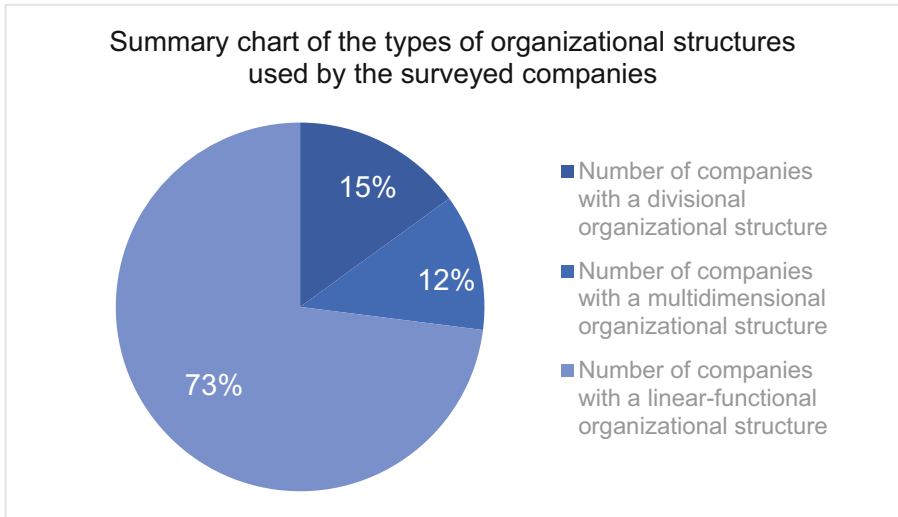


Fig. 2. Summary chart of the types of organizational structures used by the surveyed companies

5 Suggestions

- (1) Organizational effectiveness evaluation is a comprehensive evaluation of a company's performance output and capabilities. It not only focuses on economic data related to profit output and enterprise scale expansion, but also focuses on the ability of the company to generate such performance. It is suggested that enterprises should also pay attention to their capabilities while conducting performance evaluations, and evaluate their organizational effectiveness to identify existing capacity deficiencies and supplement them. As capabilities are delayed and require a time cycle to obtain, early judgment and timely supplementation are necessary to maintain stable development of the enterprise.
- (2) There are five main non-financial factors that affect the organizational effectiveness of enterprises, namely strategic planning ability, organizational operation ability, manager ability, enterprise management ability, and technological innovation ability. The demand for these abilities may vary during different development periods, and the investment of disposable funds in these abilities should be judged based on the needs of the enterprise's development, and cannot be generalized or evenly invested.
- (3) Technological innovation is the driving force for enterprises to gain new life, and the investment in technological innovation is a concern for many managers. However, the investment in technological innovation should have a time node, which needs to be based on the actual development situation of the enterprise. When the technological capacity reaches saturation, the existing technological capacity has not yet been transformed. Any additional investment in innovation funds will cause waste of funds and cannot generate economic benefits.
- (4) The strategic planning ability of an enterprise is an important ability to determine the direction of its progress. No matter what strategy the enterprise adopts, it is impossible to achieve immediate results. So strategic planning and formulation need

to have a lead time, and the implementation effect of the strategy also needs a period of time to be displayed. Therefore, effective planning and forecasting in advance will enhance organizational efficiency.

- (5) Establish a competency model and standards for managers, evaluate their competence, and enhance their own abilities through manager training. Regularly provide training to employees to enhance their work abilities. Through the guidance and leadership of managers, communication and cooperation with subordinates, a good work atmosphere is formed.
- (6) Improve organizational operational capabilities through optimization of organizational structure and workflow. For agricultural enterprises with larger development scale and adopting a departmental organizational structure, a new HRBP model can be attempted to transform traditional human resource management.

6 Conclusion

The issue of organizational efficiency in agricultural enterprises is a complex system problem, which can be analyzed using the method of system analysis. From the overall perspective of system dynamics, the dynamic behavior characteristics and reasons for the formation of agricultural enterprise activity systems can be understood. The complete organizational effectiveness system of agricultural enterprises includes multiple feedback loops, and the final result of organizational effectiveness reflects the stable growth of agricultural enterprises. This growth process is actually the result of the joint action of internal and external positive and negative feedback mechanisms. The focus of this study is on the internal system of organizational efficiency in agricultural enterprises. It reflects that although the operational capacity of enterprises is showing a gentle upward trend, there is still a certain gap from the ideal operational model of agricultural enterprises. If the operational capacity can be improved, the organizational efficiency will be improved accordingly.

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