

11.1.0 COMMUNITY BASED ORGANIZATIONS

11.1.1 INTRODUCTION

This module unit is intended to equip the trainee with knowledge, skills and attitudes that will enable him/her to initiate and manage community based organizations.

11.1.0.2 GENERAL OBJECTIVES

By the end of this module unit, the trainee should be able to:

- a) understand the role of community based organizations in society
- b) appreciate the importance of organization in community development activities
- c) appreciate the importance of partnerships in community development activities
- d) manage community development organizations in the society

10.1.03

SUMMARY OF TOPICS AND TIME ALLOCATION

CODE	TOPICS	SUB-TOPICS	HR:
11.1.1	INTRODUCTION TO COMMUNITY BASED ORGANIZATIONS	<ul style="list-style-type: none"> • Meaning of Community Based Organization • Historical background of Community Based Organization • Characteristics of Community Based Organizations 	10
11.1.2	ORGANIZATIONS' STRUCTURE	<ul style="list-style-type: none"> • Meaning of organization • Types of organizations • Theories of organization • Importance of organizational structure • Policy making in Community Based Organizations 	10
11.1.3	CLASSIFICATION OF ORGANIZATIONS	<ul style="list-style-type: none"> • Reasons for classification • Types of classification 	10
11.1.4	ORGANIZATION GOALS	<ul style="list-style-type: none"> • Meaning of organization goals • Importance of organization goals in society • Formulation of organization goals • Evaluation of organization goals 	10
11.1.5	ORGANIZATION CULTURE	<ul style="list-style-type: none"> • Meaning of organization culture • Factors influencing organization culture • Importance of organization culture • Impact of organizational culture on the performance of personnel 	10
11.1.6	CHANGE IN ORGANIZATION	<ul style="list-style-type: none"> • Meaning of change • Causes of change in an organization • Resistance to change in an organization • Techniques of managing change • Impact of change in community organizations 	10
11.1.7	LEADERSHIP IN COMMUNITY BASED ORGANIZATIONS	<ul style="list-style-type: none"> • Meaning of leadership • Role of leadership in community organization • Ways of enhancing leadership in Community Based Organizations • Impact of leadership in social development 	10

11.1.8	MOTIVATION IN ORGANIZATION	<ul style="list-style-type: none"> • Meaning of motivation • Theories of motivation • Importance of motivation in community based organizations • Designing motivation packages • Challenges of motivation in community organizations 	10
11.1.9	MANAGEMENT OF COMMUNITY BASED ORGANIZATIONS	<ul style="list-style-type: none"> • Meaning of management • Theories of Management • Management functions • Strategic planning 	10
11.1.10	ORGANIZING FUNCTION	<ul style="list-style-type: none"> • Meaning of organizing • Basis of organizing community activities • Factors influencing the basis of organizing community activities • Importance of organizing activities in society • Challenges of organizing development activities in society 	5
11.1.11	CAPACITY BUILDING IN COMMUNITY BASED ORGANIZATIONS	<ul style="list-style-type: none"> • Meaning of capacity building • Importance of capacity building • Types of organizational capacity building • Planning process in capacity building • Impact of capacity building in Community Based Organizations 	5
11.1.12	CONFLICT IN COMMUNITY BASED ORGANIZATIONS	<ul style="list-style-type: none"> • Nature of conflict • Conflict desirable and undesirables • Sources of conflict • Consequences of conflict • Managing conflict in an organization 	5
11.1.13	POWER AND POLITICS COMMUNITY BASED ORGANIZATIONS	<ul style="list-style-type: none"> • Nature of power and politics • Characteristics of power • Sources of power • Political tactics • Acquisition and effective use of power • Legitimizing use of power 	5
11.1.14	EMERGING TRENDS IN COMMUNITY BASED ORGANIZATIONS	<ul style="list-style-type: none"> • Emerging trends in community based organizations 	5
TOTAL HOURS			120

11.1.1

INTRODUCTION TO COMMUNITY BASED ORGANIZATION

Specific Objectives

By the end of this topic, the trainee should be able to:

- explain the meaning of community based organization
- discuss the historical background of community based organization
- discuss the characteristics of community based organizations

11.1.2

Meaning of community based organizations

- Community
- Organization
- Community Based

11.1.3

Historical background of community based organizations

11.1.4

Characteristics of Community Based Organization

11.1.2

ORGANIZATION STRUCTURE

Specific objectives

By the end of this topic, the trainee should be able to:

- explain the meaning of organization
- discuss types of organization
- discuss theories of organization
- discuss importance of organizational structure in society
- explain the importance of policy in community based organizations

11.1.2.1

Meaning of organization

11.1.2.2

Types of organizations

- Formal
- Informal

11.1.2.3

Theories of organization

11.1.2.4

Organization structure

11.1.2.5

Policy in Community Based Organizations

11.1.3 **CLASSIFICATION OF ORGANIZATIONS**

10.1.3.0 **Specific Objectives**

By the end of this topic, trainee should be able to:

- a) discuss reasons for classification of organizations
- b) discuss various types of classifications

11.1.3.1 Reasons for classifying organizations in a society

11.1.3.2 Types of classification of organizations

- Functional
- Primary beneficiaries
- Form of power/system of compliance

11.1.4 **ORGANIZATION GOALS**

11.1.4.0 **Specific Objectives**

By the end of this topic, the trainee should be able to:

- a) explain the meaning of organization goals
- b) discuss the importance of organizational goals in society
- c) formulate organizational goals
- d) evaluate the organization goals

11.1.4.1 Meaning of organization goals

11.1.4.2 Importance of organizations goals in society

11.1.4.3 Formulation of organizational goals

11.1.4.4 Evaluation of organization goals.

11.1.5 **ORGANIZATION CULTURE**

11.1.5.0 **Specific Objectives**

By the end of this topic, the trainee should be able to:

- a) explain the meaning of organization culture
- b) discuss factors that influence organization culture

- c) explain the importance of organization culture in management of social activities.
- d) discuss the impact of organizational culture on the performance of personnel

- 11.1.5.1 Meaning of organization culture
- 11.1.5.2 Factors influencing organization culture
- 11.1.5.3 Importance of organization culture
- 11.1.5.4 Impact of organizational culture on performance of personnel
 - Challenges
 - Measures

11.1.6 CHANGE IN COMMUNITY BASED ORGANIZATIONS

Specific Objectives

By the end of this topic, the trainee should be able to:

- a) explain the meaning of change
- b) discuss the causes of change in an organization
- c) explain the causes of resistance to change in organization
- d) discuss techniques of managing change in an organization
- e) discuss the impact of change in community based organizations

- 11.1.6.1 Meaning of change
- 11.1.6.2 Causes of change in an organization
- 11.1.6.3 Causes of resistance to change in an organization
- 11.1.6.4 Techniques of managing change in an organization
- 11.1.6.5 Impact of change in community based organizations

11.1.7 LEADERSHIP IN COMMUNITY BASED ORGANIZATIONS (CBOS)

Specific Objectives

By the end of this topic, the trainee should be able to:

- a) explain the meaning of leadership

- b) discuss the role of leadership in community based organizations
- c) discuss ways of enhancing leadership in Community Based Organizations
- d) discuss the impact of leadership in social development activities

11.1.7.1 Meaning of leadership

11.1.7.2 Role of leadership in community based organization

11.1.7.3 Ways of enhancing leadership in community based organizations

11.1.7.4 Impact of leadership on social development activities

11.1.8 **MOTIVATION IN COMMUNITY BASED ORGANIZATIONS**

Specific Objectives

By the end of this topic, the trainee should be able to:

- a) explain the meaning of motivation
- b) discuss theories of motivation
- c) discuss the importance of motivation in community organizations
- d) design a motivation package for social development activities
- e) describe the challenges of motivation in community based organization

11.1.8.1 Meaning of motivation

11.1.8.2 Theories of motivation such as

- Maslows hierarchy of needs
- Herzberg motivation theory
- ERG theory
- Expectation theory

11.1.8.3 Importance of motivation in community based organizations

11.1.8.4 Designing motivation packages

11.1.8.5 Challenges of motivation on community based organizations

11.1.9

MANAGEMENT OF COMMUNITY BASED ORGANIZATIONS

Specific Objectives

By the end of this topic, the trainee should be able to:

- a) explain the meaning of management
- b) discuss the theories of management
- c) discuss the management functions
- d) discuss the importance of strategic planning in community based organizations
- e) discuss the impact of conflict in community based organizations

11.1.9.1

Meaning of management

11.1.9.2

Theories of management such as

- Scientific management theory
- Burecratic theory
- Human relations theory

11.1.9.3

Management functions

- Planning
- Organizing
- Staffing
- Directing
- Controlling

11.1.9.4

Strategic planning

11.1.10

ORGANIZING FUNCTION

Specific Objectives

By the end of this topic, the trainee should be able to:

- a) explain the meaning of organizing
- b) discuss the basis of organizing community activities
- c) discuss the factors influencing the basis of organizing
- d) discuss the importance of organizing development activities in community
- e) discuss challenges of organizing development activities in society

- 11.1.10.1 Meaning of organizing
- 11.1.10.2 Basis of organizing community activities
- 11.1.10.3 Factors that influence the basis of organizing community activities
- 11.1.10.4 Importance of organizing development activities in society
- 11.1.10.5 Challenges of organizing development activities in society

11.1.11 CAPACITY BUILDING IN COMMUNITY BASED ORGANIZATIONS

Specific Objectives

By the end of this topic, the trainee should be able to:

- a) explain the meaning of capacity building
- b) explain the importance of capacity building in community based organizations
- c) discuss types of organizational capacity building
- d) describe the planning process in capacity building
- e) discuss the impact of capacity building in community based organizations

- 11.1.11.1 Meaning of capacity building
- 11.1.11.2 Importance of capacity building in community based organizations
- 11.1.11.3 Types of organizational capacity building
- 11.1.11.4 Planning process in capacity building
- 11.1.11.5 Impact of capacity building in community organizations
 - Top management
 - Challenges
 - Intervention

11.1.12 CONFLICT IN COMMUNITY BASED ORGANIZATIONS

Specific Objectives

By the end of this topic, the trainee should be able to:

- a) explain the nature of conflict in a community based organization

- b) discuss desirable and undesirables conflict in a community based organization
- c) describe the sources of conflict in a community based organization
- d) discuss the consequences of conflict in a community based organization
- e) discuss the ways of managing conflict in community based organization

- 11.1.12.1 Nature of conflict in a community based organization
- 11.1.12.2 Conflict desirable and undesirables in a community based organization
- 11.1.12.3 Sources of conflict in a community based organization
- 11.1.12.4 Consequences of conflict in a community based organization
- 11.1.12.5 Managing conflict in a community based organization

11.1.13 POWER AND POLITICS COMMUNITY BASED ORGANIZATIONS

Specific Objectives

By the end of this topic, the trainee should be able to:

- a) explain the nature of power and politics
- b) discuss the characteristics of power
- c) discuss the sources of power
- d) discuss the political tactics in community based organizations
- e) discuss the ways of acquiring power
- f) discuss ways of legitimizing the use of power

- 11.1.12.1 Nature of power and politics
- 11.1.12.2 Characteristics of power
- 11.1.12.3 Sources of power
- 11.1.12.4 Political tactics in a community based organization
- 11.1.12.5 Acquisition and effective use of power
- 11.1.12.6 Legitimizing use of power

11.1.14

EMERGING TRENDS IN COMMUNITY BASED ORGANIZATIONS

Specific Objectives

By the end of this topic, the trainee should be able to;

- a) discuss the emerging trends in community based organizations

11.1.14.1

Emerging trends in community based organizations

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