Envisioning Changes to Existing Institutions and Social Structures

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Changes in the existing institutions and social structures are commissioned by the increasing diversity and alterations of people's needs. Most of the policies introduced are not due to conflict but due to nonconformance to modern world expectations. Shocks such as conflicting institutional logics and better lives are the main factors for institutional and social changes. The paper will review individuals' issues concerning work, family, gender, and sexuality to discuss three policies that should be enacted to improve the life organization.

**Description of Conclusions**

Most of the problems from individuals I interviewed revolved around discrimination, lack of family time, and poor living conditions. For instance, most of the participants dedicate their time to their companies and have no time for their families. Some men reported that they could not remember their children growing up. In the same workplace, accommodation of individual differences is a problem. Others wished they lived in better neighborhoods, hoping their children would be safe and better positioned for the future. Based on the feedback, there is a need to enact policies that improve the quality of life.

**Polices That Should Be Enacted**

From the feedback, the central policy I would like to see enacted is the family-friendly policy. The modern business model favors capitalist ideals, which focus on amassing wealth by any means necessary. They are primarily concerned about the output with minimal concern for the input, including raw materials and employees. In today's business setting, most organizations struggle to remain in completion because they do not care about employee welfare. It should be noted that workers tend to be unproductive if they are not treated as a whole person as their needs are not met holistically. Even with the dynamism in the business world, there should be an emphasis on creating the best work environment. For instance, companies can define parental leaves differently from the usual work leave to meet parents' needs. Things like paternal breaks are not a common practice despite the modernization in the workplace (Neumann & Meuser, 2017). All the men I interviewed said they did not recollect the early stages of their children's life. If differentiated treatment is impossible, then the schedules should be flexible enough to allow working parents to participate in their families and the community.

Secondly, workplace education policy should be mandatory in every organization. As much as other external factors affect workers, they spend most of their time working. In recent years, diversity has increased in the workplace, meaning there are so many vulnerabilities that need to be accommodated. From the poll on community members, it is not uncommon to be treated disparately in the workplace because of varying ethnicity, religion, sexual orientation, and other attributes. These are factors that affect productivity and lead to stresses that impact the overall quality of life. Now more than ever, organizations need to ensure they have an education policy for their workers. For instance, recruits may be required to take an in-job diversity class to learn about various backgrounds. The training assists employees and employers in identifying how different people display their beliefs and principles. Knowing the values of other communities helps in understanding their perspectives better. As managers organize work, they know which individuals to team up for functional work relationships. Moreover, the need for this policy is based on the unprecedented changes in sexual orientation. The feedback from members indicated most of them had been mistreated or mishandled due to their sexuality. The workplace education policy will equip employees with skills to handle situations that are gender-sensitive.

Finally, a rent subsidies policy for low-income residents should be advocated in every community and state. According to Nicholas and Henwood (2018),federal assistance in rentals decreases homelessness, general life hardships and lifts many people out of poverty. The policy is necessary to afford most individuals with decent housing, improve health, and give children opportunities for future success. Also, rental subsidies move low-income families from neighborhoods with high crime rates and inadequate educational facilities. The more the quality of life is improved, the lower the instability and insecurity issues, and generally more organization for workers and families.

**Personal Vision for a Better Life**

My vision for a better life considers the entire value of individuals, not just what they can do in terms of abilities but as human beings who have personal needs. Hence, the reason for selecting the family-friendly policy. Working parents should meet personal, individual, and community needs. This organization is impossible without the help of organizations. Secondly, everyone has vulnerabilities that affect their work and life outlook. These differences need to be accommodated, especially in the modern world, as they affect the quality of life. A strict education policy that involves diversity training is necessary to understand different perspectives in the workplace better. Finally, the rationale for selecting the rent subsidies policy is based on providing the community a better life through better housing in safe neighborhoods. The help from the government lifts most of the members from poverty, improves living standards, and gives them chances of a better future.

**Conclusion**

In summary, institutional and social structures change according to the needs of individuals and the community. They can arise from conflicts, but most of them are due to conforming to modern preferences. The three policies, rent subsidies policy, family-friendly policy, and workplace education, address certain aspects that affect human life. Their enactment would reduce discrimination, improve living conditions, and meet family needs. These satisfactions are required for a better and organized life.

References

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